United States Court of Appeals

for the Second Circuit

EXHIBITS

UNITED STATES COURT OF APPEALS
FOR THE SECOND CIRCUIT

77-7145

THE GUARDIANS ASSOCIATION OF THE NEW YORK CITY POLICE DEPARTMENT, INC., THE HISPANIC SOCIETY OF THE NEW YORK CITY POLICE DEPARTMENT, INC., OSWALDO PEREZ and FELIX E. SANTOS,

Plaintiffs-Respondents,

-against-

CIVIL SERVICE COMMISSION OF THE CITY OF NEW YORK, DEPARTMENT OF PERSONNEL OF THE CITY OF NEW YORK, THE NEW YORK CITY POLICE DEPARTMENT, ALFONSE D'AMBROSE, individually and in his capacity as Chairman of the Civil Service Commission of the City of New York and Personnel Director of the City of New York, JAMES SMITH and JOSEPHINE GAMBINO, individually and in their capacity as members of the Civil Service Commission of the City of New York, and MICHAEL J. CODD, individually and in his capacity as Commissioner of the New York City Police Department,

Defendants-Appellants.

ON APPEAL FROM JUDGMENT OF THE UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF NEW YORK

DEFENDANT'S VOLUME
OF EXHIBITS

W. BERNARD RICHLAND
Corporation Counsel
Attorney for Defendants-
Appellants.
Municipal Building
(212) 566-4337

CHRISTOPHER CROWLEY
SARA E. STEINBOCK
Attorney for Plaintiffs-Respondents
1 Chase Manhattan Plaza
New York, N.Y. 10005
(212) Ha 2-3400

OSCAR GARCIA-RIVERA
KENNETH KIMERLING
Puerto Rican Legal Defense and
Education Fund, Inc.
95 Madison Ave.
New York, N.Y.
532-8470

UNITED STATES COURT OF APPEALS
FILED
APR 25 1977
A. DANIEL FUSARO, CLERK
SECOND CIRCUIT

76 Civ 1982.

Defendants
Exhibit I - Section 9

NEW YORK CITY POLICE DEPARTMENT
EEO PROGRAM FY74 - 75

PART II

EQUAL EMPLOYMENT AND AFFIRMATIVE ACTION PROGRAMS UNDERTAKEN AND CURRENTLY IN PROGRESS BY THE NEW YORK CITY POLICE DEPARTMENT

The New York City Police Department recognizes that a fair non-discriminatory employment policy requires the implementation and maintenance of recruitment procedures which provide for self-initiated outreach programs and efforts directed to those sources which will attract minorities and women, and the utilization of employment practices and policies which will retain them once they are employed.

The department has, and is currently engaged in the following self-initiated procedures as outlined below, and which are further described on the following pages :

CONTENTS

Chapter IX		Page
1.	PRE-1973 RECRUITMENT AND RETENTION.....	9.1
2.	1973 MINORITY RECRUITMENT CAMPAIGN.....	9.2
3.	MINORITY CANDIDATE COUNSELLING AND RETENTION PROGRAM (L.E.A.A. Grant # C76838).....	9.3
4.	PRE-EMPLOYMENT EDUCATION PREPARATION PROGRAM ..	9.4
5.	LONG-RANGE RECRUITMENT	9.5
6.	SELECTIVE CERTIFICATION PROCEDURES FOR SPANISH-SPEAKING APPLICANTS	9.6
7.	USE OF HOUSING AUTHORITY AND TRANSIT AUTHORITY POLICE OFFICER CANDIDATE ELIGIBLE LISTS	9.7
8.	REVISED ENTRY-LEVEL SELECTION PROCEDURES	9.8
	(a) Elimination of Height Requirements for All Applicants	
	(b) Elimination of Quotas for Women	
	(c) Revised Background Character Investigation Forms and Procedures	
	(d) Revised Medical Requirements and Procedures	
	(e) Revised Physical Examination	

(Contents...)

(Chapter IX)		(Page)
9.	POLICE ACADEMY SPECIAL COUNSELLING AND TUTORIAL PROGRAM.....	9.9
10.	WOMEN-ON-PATROL PROJECT.....	9.10
11.	SPANISH LANGUAGE PROGRAM.....	9.11
12.	CADET LAW ENFORCEMENT PROGRAM.....	9.12
13.	COMMUNITY SERVICE OFFICER PROGRAM.....	9.13

(PART II)

Chapter IX

1. PRE - 1973 RECRUITMENT AND RETENTION

Police Department efforts to recruit and retain minority candidates for the uniformed service took on identifiable form in 1967 when a small recruitment squad was formed within its Personnel Bureau. Its work consisted principally of retrievals, i.e., actively seeking out and reinstating minorities who had dropped out of the selection process. From its inception, the unit's size has fluctuated, although its mission has remained stable; i.e., attracting candidates to the police service while making a determined effort to retrieve minority eligibles who have voluntarily dropped out of the selection process. The recruitment and retention staff has varied from four members to better than fifty.

Prior to 1973, both activities were somewhat muffled by a three year hiring freeze. Nonetheless, approximately 7,000 names and addresses were collected by recruitment squad members and held against the day when new exam filing would commence. At the same time, 250 minority candidates from seven eligible lists who had withdrawn or were dropped as uncooperative, were actively sought out by squad members and eventually restored to eligibility.

New hirings from these lists resumed in January 1973, and for that year, brought 398 Black officers into the Department. This figure represented 13.3% of all appointments in this period. Hispanics accounted for 216 new members or 7.2% of total appointees.

For nine months in 1968-69, the Police Department took part in an extensive study of minority recruitment by the New York City Rand Institute. Specifically, the analysis sought to determine the reasons for difficulty in recruiting minorities; explore the effectiveness of strategies and programs for recruiting minorities; and devise new approaches to improve the representation of minority groups. A number of recommendations were made; many of them subsequently implemented. These suggestions and the extent to which they were carried out are discussed in succeeding sections.

A Federally-funded (Model Cities Administration) "Community Service Officer" program was initiated in 1970. During FY 74-75 there were approximately 1,000 persons (male and female) from Harlem, Bedford Stuyvesant, and the South Bronx in the program and employed by the New York City Police Department. This program has seen 18 of its members appointed to this department as Police Officers. On the current eligible list for Police Officer (Exam 3014) there are 166 Community Service Officers (C.S.O.'s) of whom 129 are Black, while 37 are Hispanic. This program is reported on page 9.13 (under item 13 of this Chapter IX, Part II).

A similar effort to encourage interest in law enforcement careers among minority youth consists of a cadet program which began in 1966 and continues today. Supported by Federal funds under the Manpower Development Training Program, the Police Academy physically and academically prepares young men and women from the minority community to pass law enforcement entrance examinations. Since its inception up to FY 74-75 eight training cycles have been completed and more than 400 cadets have entered the department as sworn police officers. During FY 74-75 125 persons (male and female) participated in this program which continues to date. This program is reported in greater detail on page 9.12 (under item 12 of this Chapter IX, Part II).

(PART II)

(Chapter IX)

2. 1973 MINORITY RECRUITMENT CAMPAIGN

Starting with 1973 there was a sharp increase in activity to attract and recruit minorities. The principal endeavor was an extensive minority recruitment campaign between August and December of 1973, prior to the first UNI-SEX entrance examination for the entry-level police officer position.

From the inception of filing on September 6th through the final day for making applications, December 5th, more than one half million pre-application cards were printed and distributed. The Department of Personnel recorded 117,400 applicants during that period. On test day, December 15, 1973, approximately 46% or 53,363 candidates actually appeared for the examination. Among all test takers, 31% were Black, while 17% were Hispanic. Over-all women comprise 26%.

Basic strategy employed to stimulate minority interest in the exam consisted of a media campaign, pre-examination instruction, and a "grass roots" appeal for candidates. In addition, a twenty-four hour "hot line" (226-2000) was established to counsel applicants and direct them to tutoring centers. The media effort included printing and distribution of more than 600,000 pieces of literature; innumerable messages from elected officials to their constituents. For ten days prior to the written examination, an intensive reminder campaign via telephone, letters, and radio broadcasts was carried out.

Twenty-seven training centers were established throughout the City to offer a free course of instruction in test preparation for exam candidates. Specially selected and trained police officers were used to carry out the fifty hour instructional program over two five-week cycles. Students used a 150 page manual developed specifically for this part of the recruitment program.

A special effort was made to recruit minority candidates through the churches and colleges in our City. At one point, some two hundred clergymen assembled at Police Headquarters where they were addressed by the Mayor and high ranking members of the Department. Recruitment teams were assigned exclusively to work the campuses and clubs of local colleges. In similar fashion, numerous leaders in the minority community were approached and asked to lend their influence to the recruitment drive.

This minority recruitment campaign is reported in detail under APPENDIX III

NEW YORK CITY POLICE DEPARTMENT
EEO PROGRAM FY 74 - 75

(PART II)

(Chapter IX)

PROGRAM TITLE:

3. MINORITY CANDIDATE COUNSELLING AND RETENTION PROGRAM

(L.E.A.A. GRANT NO. C76838)

PROGRAM OBJECTIVE: The stated objective of this L.E.A.A. $ 103,600 Federally-funded grant is to "increase minorities" in the New York City Police Department by retaining in the appointing process those minority candidates (male and female) who so far have been successful in the written part of the selection process for the entry-level Police Officer position.

DATE STARTED: September 30, 1974. 18-month grant.

FY 74 - 75 : Operational: Over 2,200 minority candidates (male and female) were contacted and counselled.

TARGET DATE : FY 74 - 75 (1st phase). Renewal application to be made thereafter.

PROGRAM OUTLINE: As the logical follow-up to the 1973 minority recruitment campaign, the Affirmative Action Section of the Equal Opportunity Unit of the New York City Police Department made application for and received a $103,600 grant from L.E.A.A. to support a program for ensuring the retention of those minorities (male and female) who were successful on the written phase of the December 15, 1973 exam for police officer, (Exam 3014).

- Minority eligibles are estimated at 27% Black and 14% Hispanic on the current eligibles list (Exam 3014). Overall, approximately 27% of all candidates on the list are women.
- The grant contract specifically provides that the counselling services be for "minority" candidates (male and female).
- According to provisions of the grant, the major technique used is to personally counsel minority candidates through the medium of civilian counsellors (17 were hired during FY74-75) who motivate and assist candidates, particularly in the necessary guidance for the preparation of their background questionnaires.
- The program officially began when 17 counsellors (10 male and 7 female) were hired and then trained by personnel of the N.Y.P.D. Equal Employment Opportunity Unit (Affirmative Action Section) as per the training schedules on following pages 9.3A1, 9.3A2 and 9.3A3.
- Under the direct supervision of personnel from the NYPD Equal Employment Opportunity Unit, the 17 minority male and female counsellors reached and actively counselled over 2,200 minority candidates during FY 74-75.

(MINORITY CANDIDATE COUNSELLING AND RETENTION PROGRAM)

- Counselling was done at the office of the Equal Employment Opportunity Unit at 280 Broadway, Room 601, New York, N. Y. and at seven (7) police precincts throughout the city at locations convenient to candidates as follows :

Manhattan

23rd Precinct (164 East 102nd Street at Third Avenue, Room 104.

32nd Precinct (250 West 135 Street, between 7th and 8th Avenues, Room B-1).

Bronx

42nd Precinct (3137 Third Avenue at 160th Street, Community Relations Office).

48th Precinct (450 Cross Bronx Expressway at Washington Avenue, Room 102).

Brooklyn

71st Precinct (421 Empire Blvd. Room 212).

Queens

103rd Precinct (168-02 91st Avenue, Room 100)

112th Precinct (68-48 Austin Street, Room 101)

The counsellors were paid $6.50 to $10.00 per hour, and on an average worked up to fifteen (15) hours per week mainly during evening hours during weekdays and 9 to 5PM on Saturdays so that they would be accessible when candidates were also accessible.

- Counsellors specifically sought out those factors which historically have impeded department efforts to increase minorities in the police service, and sought to correct them, e.g., lack of driver's licenses, basic educational requirements (High school or equivalency diplomas), improperly filled-out background questionnaires, poor image held by some candidates of the Police Department, etc.
- One phase of the program seeks to educationally prepare candidates. In cooperation with the John Jay College of Criminal Justice, 86 minority (male and female) candidates were enrolled in the college for the Fall 1975 Semester as the direct result of this program.

PROGRAM CONDUCTED BY: Supervisor of the Affirmative Action Section, Sergeant Howard L. Sheffey, under the supervision of the Project Director, Captain Henry E. Cetina, Commanding Officer of the department Equal Employment Opportunity Unit, 280 Broadway, New York, N. Y. Room 601, telephone 374-3833.

BEST COPY AVAILABLE

(PART II)

(Chapter IX)

NEW YORK CITY POLICE DEPARTMENT
Equal Employment Opportunity Unit

* TRAINING SESSIONS FOR
CONSULTANTS UNDER
L.E.A.A. GRANT# C76838
(Minority Candidate Counselling & Retention Program)

September 30, 1974 Monday	Time Period	Subject Matter
Captain Cetina Sergeant Sheffey	1700-1800 Hrs.	Introduction to the provisions of L.E.A.A. Grant # C76838
Sergeant Sheffey	1800-1930 Hrs.	Police Department regulations and procedures
Captain Cetina Sergeant Sheffey	1930-2030 Hrs.	Integrity Controls - Accountability and Responsibility

October 1, 1974 Tuesday	Time Period	Subject Matter
Sergeant Dunn P.O. Ritchie (Applicant Investigations Section)	1800-1900 Hrs.	Preparation of "P.A.15" (Background Character Questionnaire)
Sergeant Sheffey	1900-2000 Hrs.	Investigative Techniques and sources of information.
Sergeant Sheffey P.O. Benjamin	2000-2100 Hrs.	The Goal: "Completed" questionnaires (Police qualification criteria)

October 2, 1974 Wednesday	Time Period	Subject Matter
Sergeant Sheffey	1800-1900 Hrs.	Motivational Techniques
Sergeant Sheffey	1900-2000 Hrs.	Motivational Techniques
Captain Cetina P.O. Ford P.O. Benjamin	2000-2100 Hrs.	Critique - Anticipated Problems - Questions and Answers

* Note: This 3-day total of 10½ hours of training (on September 30, October 1, 2, 1974, is the 1st phase of training which is to be given periodically as determined by an on-going evaluation of this program. The initial training was given by personnel of the NYPD's Equal Employment Opportunity Unit using facilities of the Police Academy, room 512, 235 E.20th Street, New York, N. Y., between 2nd and 3rd Avenues.)

(PART II)

(Chapter IX)

NEW YORK CITY POLICE DEPARTMENT
Equal Employment Opportunity Unit

* TRAINING SESSIONS FOR
CONSULTANTS UNDER
L.E.A.A. GRANT# C76838
(Minority Candidate Counselling & Retention Program)

Location : Office of the Equal Employment Opportunity Unit, Affirmative Action Section, 280 Broadway (at Chambers Street), New York, N. Y. Room 601.

October 7, 1974 Monday	Time Period	Subject Matter
Captain Cetina Sergeant Sheffey Sergeant Torrellas P.O. Butler	1800-2100 Hrs.	Practical application of counselling of candidates (Direct supervision of counsellors at work - observance of work methods
October 8, 1974 Tuesday		
Captain Cetina Sergeant Sheffey P.O. Rodriguez	1800-2100 Hrs.	" "
October 9, 1974 Wednesday		
Sergeant Sheffey P.O. Rodriguez P.O. Benjamin	1800-2100 Hrs.	" "
October 10, 1974 Thursday		
Captain Cetina P.O. Butler P.O. Benjamin	1800-2100 Hrs.	" "
October 11, 1974 Friday		
Captain Cetina Sergeant Sheffey P.O. Butler	1800-2100 Hrs.	" "

* Note: This 5-day total of 15 hours of training (October 7, 8, 9, 10 and 11, 1974) is the 2nd phase of training which is to be given periodically as determined by an on-going evaluation of this program.

(PART II)

(Chapter IX)

NEW YORK CITY POLICE DEPARTMENT
Equal Employment Opportunity Unit

*TRAINING SESSIONS FOR
CONSULTANTS UNDER
L.E.A.A. GRANT# C76838

(Minority Candidate Counselling & Retention Program)

Location : Office of the Equal Employment Opportunity Unit, Affirmative Action Section, 280 Broadway (at Chambers Street), New York, N. Y. Room 601.

November 9, 1974
Saturday

Time Period	Subject Matter
Captain Cetina Sergeant Sheffey Sergeant Torrellas — 1000-1100 Hrs.	Effective Counselling - Motivational Techniques
Sergeant Sheffey P.O. Benjamin — 1100-1215 Hrs.	The Goal: "Completed" questionnaires
- — 1215-1300 Hrs.	Lunch - break
Captain Cetina Sergeant Sheffey — 1300-1400 Hrs.	Reporting procedures necessary for On-Going Evaluation of Program (Anticipated working schedules, number of candidates to be contacted, etc.)
Captain Cetina — 1400-1500 Hrs.	Review of Accountability and Integrity Control measures.
Captain Cetina Sergeant Sheffey Sergeant Torrellas P.O. Benjamin — 1500-1600 Hrs.	Critique - Questions and Answers

* Note: This 6-hour training (November 9, 1974) is the 3rd Phase of training which is to be given periodically as determined by an on-going evaluation of this program.

(PART II)
(Chapter IX)

NEW YORK CITY POLICE DEPARTMENT
EEO PROGRAM FY 74-75

PROGRAM TITLE: 4. PRE-EMPLOYMENT EDUCATIONAL PREPARATION*

PROGRAM OBJECTIVE: EDUCATIONALLY prepare minority (male and female) eligible police officer candidates to meet basic educational requirements. Objective is to REDUCE THE ATTRITION RATE of those minority candidates who have successfully passed the written examination for police officer, but who lack the minimum educational requirement of a High School or Equivalency diploma.

DATE STARTED: October 3, 1974

CURRENT STATUS: Operational

TARGET DATE: Continuous

PROGRAM OUTLINE:

I. Determine those eligibles lacking a High School or equivalency diploma and refer them to educational facilities so that they may meet basic minimum requirements.

II. Educationally prepare candidates by encouraging them to enroll in John Jay College of Criminal Justice and other schools.**

III. Single out educational deficiencies candidates may have and encourage them to upgrade their abilities in order to facilitate successful passage through the recruit training at the Police Academy.

PROGRAM CONDUCTED BY:

I. Sergeant Howard L. Sheffey and Sergeant Louis A. Torrellas, under the supervision of Captain Henry E. Cetina, Commanding Officer of the Equal Opportunity Unit, 280 Broadway, Room 601, Telephone # 374-3833.

** As of June 15, 1975 86 minority (male and female) candidates were enrolled in John Jay College for the Fall 1975 Semester as the result of this program.

* This program is part of LEAA Grant # C76738 (Minority Candidate Counselling and Retention Program)

PROGRAM TITLE: 5. Long Range Recruitment - Affirmative Action

PROGRAM OBJECTIVE: Build a base for greater acceptance in minority areas for future recruitment campaigns.

CURRENT STATUS: On-going

TARGET DATES: A continuous and long range program targeted towards future Police Officer examinations.

PROGRAM OUTLINE:

I. Career presentations - particularly in minority areas.

II. Answer requests for employment information currently running over 1,000 annually. Preapplication cards are filed with the Department of Personnel for those persons expressing a desire to become Police Officers.

III. Establish and maintain liaison with schools and colleges with heavy concentrations of minorities, and with those people and institutions with the greatest influence in minority communities. Maintain liaison with media representatives and others concerned with minority recruitment efforts.

IV. Program is coordinated with the Community Affairs Division of the New York City Police Department, and with the New York City Department of Personnel

PROGRAM CONDUCTED BY:

Sergeant Louis A. Torrellas and Sergeant Howard L. Sheffey, under the supervision of Captain Henry E. Cetina, Commanding Officer of the Equal Opportunity Unit, 280 Broadway, Room 601, Telephone # 374-3833.

(Part II)

(Chapter IX)

PROGRAM TITLE:

6. SELECTIVE CERTIFICATION PROCEDURES FOR SPANISH SPEAKING APPLICANTS.

PROGRAM OBJECTIVES:

1. To increase service to the New York City spanish-speaking community by appointing bi-lingual Police Officers.

2. To enhance the probability of recruiting more spanish speaking Police Officers.

DATE STARTED: September 5, 1973

CURRENT STATUS: ON-GOING

TARGET DATES: English written exam - December 15, 1973
Spanish oral exam - July 20, 1974
Appointment as Police Officers - On-Going

PROGRAM OUTLINE:

While planning for the 1973 minority recruitment program (see page 9.2) for Police Officers and the examination that followed, the city administration placed a high priority consideration on the paucity of bi-lingual (Spanish-English) Police Officers. In announcing the examination (see attached examination notice # 756 issued September 5, 1973) and throughout the recruitment campaign special emphasis was placed on special certification or preference for persons who could pass a supplemental oral examination in spanish. All candidates were required to first pass the qualifying written examination, the results of which determined one's placement on an eligible list. A candidate who elected to take the spanish oral (see page 1 of the attached "General Instructions for Candidates Exam # 3014") could be selected out of numerical order according to personnel needs of the Police Department.

Among the persons who placed in the first 20,000 eligibles, 2,732 persons elected to take the spanish oral with the following results.

Number called to take spanish oral exam	2,732
Number who failed to appear	1,284
Number who were examined	1,449
Number who passed	1,293
Number who failed	156

(selective certification procedures for spanish speaking applicants.)

Twenty-eight persons who passed the spanish oral examinations were appointed out of rank order October 7, 1974 to meet department personnel needs.

PROGRAM CONDUCTED BY:

Police Department - Employment Division, 1 Police Plaza, Room 1014, Telephone # 374-6801.

New York City Personnel Department - Examination Service Section, 220 Church Street, Telephone # 566-8793.

THE POLICE SERVICE

OFFICIAL
9.5.73 - 8756
70210-70211

NOTICE OF EXAMINATION

NO. 3014

PATROLMAN-POLICEWOMAN

The eligible list resulting from this examination may be selectively certified to fill vacancies of Patrolman-Policewoman which require a working knowledge of both Spanish and English.

The written test will be in English. Those who pass the written test and are placed on the eligible list will be permitted to take a qualifying oral test to determine ability to speak and understand Spanish. Candidates wishing to take this qualifying test must indicate so at the time of the written test. Only those eligibles who pass the qualifying oral test will be eligible for such selective certification.

SALARY: The entrance salaries for Patrolman and for Policewoman are $11,200 per annum. There are increments of $2,000 at the end of the first year of service, $550 at the end of the second year of service, and $550 at the end of the third year of service. The salary reached through increments is $14,300 per annum.

In addition, there is an annual uniform allowance, holiday pay and contributions by the city to a Welfare and Annuity fund.

APPLICATIONS: Pre-application forms received from September 6, 1973 through December 5, 1973.

Regular applications will be issued and accepted for filing in person only at the time and place of the written test.

DATE OF TEST: The written test is expected to be held on December 15, 1973. This date is tentative only and may be changed if circumstances so demand.

PROMOTION OPPORTUNITIES: Employees in the title of Patrolman or Policewoman are accorded promotion opportunities, when eligible, to the title of Sergeant.

AGE REQUIREMENTS: The Administrative Code provides that only persons who shall be less than 29 years of age at the date of filing of regular application (date of written test) may be appointed a Patrolman or Policewoman. Applicants must be at least 19 years of age on the date of the written test. The Public Officers Law provides that persons shall be at least 21 years of age at the time of appointment.

EXCEPTIONS: All persons who were engaged in military duty, as defined in Section 243 of the Military Law, subsequent to July 1, 1940, may deduct the length of time, not exceeding a total of six years which they spent in military service, from their actual age in determining their eligibility.

At the time of investigation, applicants will be required to present proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence. Any willful misstatement will be cause for disqualification.

MINIMUM REQUIREMENTS: At the time of appointment: high school graduation or evidence of having passed an examination for the high school equivalency diploma or United States Armed Forces G.E.D. certificate with a score of at least 35 on each of the five tests and an overall score of at least 225 in the examination for the diploma or certificate.

At the time of appointment applicants must be United States citizens.

Proof of good character will be an absolute prerequisite to appointment.

The following are among the factors which would ordinarily be cause for disqualification: (a) conviction of an offense, the nature of which indicates lack of good moral character or disposition toward violence or disorder; (b) repeated conviction of an offense, where such convictions indicate a disrespect for the law; (c) repeated discharge from employment, where such discharges indicate poor performance or inability to adjust to discipline; (d) addiction to narcotics or excessive use of alcoholic beverages; (e) dishonorable discharge from the Armed Forces. In accordance with provisions of law, persons convicted of a felony or petit larceny are not eligible for appointment to this position.

At the time of appointment as a Probationary Patrolman or Probationay Policewoman, residence in New York City, or in Nassau, Westchester, Suffolk, Orange, Rockland, or Putnam Counties is required. Also, at the time of appointment as a Probationary Patrolman or Probationary Policewoman, possession of a valid New York State motor vehicle operator's license is required.

The probationary period for Patrolman and Policewoman is one year.

DUTIES AND RESPONSIBILITIES: To perform general police duties in the various branches of the department; to perform all additional functions for the rank prescribed by relevant laws, Rules and Procedures, orders or directives of the Police Department; and to perform special duties or assignments as directed by the Police Commissioner in his discretion.

TESTS: Written, weight 100, 70% required. The written test will be of the multiple-choice type and will be designed to test the candidates' capacity to learn the work of a Patrolman or Policewoman. It may include questions on judgment in police situations; understanding of written and diagrammed materials; observational skills such as the ability to recognize and remember faces and important details; and basic arithmetic skills.

There are no height requirements. Applicants must approximate normal weight for height. Eligibles must meet the medical and physical fitness standards to be established, and posted on the Department of Personnel Bulletin Board. Candidates who pass the written test will be required to pass a qualifying medical test and a qualifying physical fitness test.

Periodic reexaminations of employees in these titles will be required in accordance with Executive Order No. 31.

MEDICAL STANDARDS: Detailed medical and physical fitness standards will be established, and posted before the date of the written test.

Candidates shall be rejected for any deficiency, abnormality or disease that tends to impair health or fitness. Such causes for rejection include but are not limited to defective vision, heart and lung diseases, hernia, paralysis and defective hearing. Persons must be free from such physical or personal abnormalities or deformities that would handicap them in the performance of their duties as a Patrolman or Policewoman.

Medical evidence to allow participation in the physical fitness test may be required and the Department of Personnel reserves the right to exclude from the physical fitness test any eligibles who, upon examination of such evidence, are apparently medically unfit. Eligibles will take the physical fitness test at their own risk of injury, although every effort will be made to safeguard them.

The pertinent sections of the General Examination Regulations and the General Provisions of the Notice of Examination are also part of this notice.

CITY CIVIL SERVICE COMMISSION: Harry I. Bronstein, Chairman; George Henry, Jr., Secretary

INSTRUCTION BOOKLET
GENERAL INSTRUCTIONS
TEST INSTRUCTIONS
REQUIREMENTS
PHYSICAL STANDARDS

December 15, 1973

City of New York
Department of Personnel

EXAMINATION NO. 3014
PATROLMAN - POLICEWOMAN
New York City Police Department

Written Test: Weight 100, 70% Required

Appl. No. _____
T.P. No. _____
Seat No. _____
Room No. _____
School _____

GENERAL INSTRUCTIONS FOR CANDIDATES

GENERAL INFORMATION: Read the General Instructions for Candidates and the Test Instructions now, and fill out the information requested at the top of this booklet. The Requirements and the Physical Standards may be read at home. Following are explanations of the information requested:

The Appl. No. is the number shown on your pre-application card which you brought with you today. If you do not have an application number, write NONE.

The T.P. No. is the Test Paper Number which you will find already printed on your Answer Sheet.

Your Seat No. is the number shown on the sheet of scrap paper on your desk.

Your Room No. and School are written on the blackboard.

THE FORMS: The above information will be used on some of the other forms which you will now fill out. Use pen if you have one; otherwise use pencil. Fill out the following forms:

Fingerprint Card: Provide all information requested including T.P. No. and Appl. No. Your fingerprints will be taken after the Fourth Signal.

Answer Sheet: Fill in all the information requested on the side of the Answer Sheet and also on the top of the Answer Sheet. If you want to take a qualifying oral test at a later date to determine your ability to speak and understand Spanish, write SPANISH below box 10 on the side of your Answer Sheet. The eligible list resulting from this examination may be selectively certified to fill vacancies for Patrolman-Policewoman which require a working knowledge of both Spanish and English.

Confidential Questionnaire: The Department of Personnel is required to obtain certain information in connection with proceedings currently in the Federal courts and also pursuant to the guidelines on employee selection issued by the U.S. Equal Employment Opportunity Commission. Consequently, in order to comply with these requirements, all candidates are requested to complete the Confidential Questionnaire. We therefore request your cooperation in completing this Questionnaire accurately.

Fill in the Questionnaire. Where it says School, put down the name of the school where you are taking the test and the borough. Copy the five numerals of your T.P. No. in the vertical column provided and blacken in the appropriate space next to each numeral. Answer question 3 on the basis of the following information, choosing only one general category.

BLACK:	African descent, Jamaican, Trinidadian, West Indian.
WHITE:	Caucasian or white whose ancestors came from Europe or Western Asia, including Pakistan or East India.
SPANISH SURNAMED:	Mexican, Puerto Rican, Cuban, Latin American, or Spanish descent.
AMERICAN INDIAN:	American Indian or member of an Indian tribe.
ASIAN AMERICAN:	Japanese, Chinese, Korean, or Filipino descent.
OTHER:	Aleut, Eskimo, Malayan, Thai, or other not covered by above categories.

9.6 A2

TEST INSTRUCTIONS

FIRST SIGNAL: PICTURE BOOKLET distributed. DO NOT OPEN THE BOOKLET.

SECOND SIGNAL: OPEN PICTURE BOOKLET. You will be given 5 minutes to memorize as much as possible of all the details in the pictures. The pictures include a street scene and various faces. You may not write or make any notes while studying the pictures. The first 15 questions will be based on these pictures.

THIRD SIGNAL: CLOSE PICTURE BOOKLET. It will be collected by a monitor. The TEST BOOKLET will be distributed. DO NOT OPEN THE TEST BOOKLET. The PICTURE BOOKLET will be returned to you when you finish the test and hand in your Answer Sheet.

FOURTH SIGNAL: OPEN TEST BOOKLET and begin work. Finish the memory questions first and then go on to the other questions. There is a total of 100 questions. After you finish the memory questions, check to make sure that the TEST BOOKLET has 100 questions and is not defective. You will have 3 hours from this signal to complete all the questions.

FIFTH SIGNAL: END OF TEST. Stop all work. If you finish before, raise your hand.

DIRECTIONS FOR ANSWERING QUESTIONS: Answer all the questions on the Answer Sheet before the Fifth Signal is given. ONLY YOUR ANSWER SHEET WILL BE MARKED although you should also record your answers in your Test Booklet before the end of the test for future reference. Use a soft pencil (No. 2) to mark your answers. If you want to change an answer, erase it and then mark your new answer. For each question, pick the best answer. Then, on your Answer Sheet, in the row with the same number as the question, blacken the space with the same letter as your answer. Since there are only 4 answers listed for each question, the space to the right of the letter E on the Answer Sheet is not used.

Here is a sample of how to mark your answers:

Sample 0: When we add 5 and 3, we get

(A) 11 (B) 9 (C) 8 (D) 2

Since the answer is 8, your Answer Sheet is marked like this:

Sample 0: A⬚⬚⬚⬚⬚ B⬚⬚⬚⬚⬚ C■■■■■ D⬚⬚⬚⬚⬚ E⬚⬚⬚⬚⬚

WARNING: You are not allowed to copy answers from anyone or to use books or notes. It is against the law to take the test for somebody else or to let somebody else take the test for you. There is to be NO SMOKING anywhere in the building.

LEAVING: After the test starts, no one may leave the building until after 2:00 P.M. No one may come in after 2:00 P.M. During the test you may not leave the room unless accompanied by a monitor. If you want to drop out of the test and not have your answers marked, write "I withdraw" on your Answer Sheet and sign your name.

YOU MAY READ THE REST OF THIS BOOKLET AT HOME.

REQUIREMENTS

Before you can be appointed as a Patrolman or a Policewoman you MUST meet the following requirements and you must receive a passing mark on this written test.

AGE REQUIREMENTS: The Administrative Code provides that only persons who shall be less than 29 years of age at the date of filing of regular application (date of written test) may be appointed a Patrolman or Policewoman. Applicants must be at least 19 years of age on the date of the written test. The Public Officers Law provides that persons shall be at least 21 years of age at the time of appointment.

Exceptions: All persons who were engaged in military duty, as defined in Section 243 of the Military Law, subsequent to July 1, 1940, may deduct the length of time, not exceeding a total of six years which they spent in military service, from their actual age in determining their eligibility.

At the time of investigation, applicants will be required to present proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence. Any willful misstatement will be cause for disqualification.

MINIMUM REQUIREMENTS: At the time of appointment: high school graduation or evidence of having passed an examination for the high school equivalency diploma or United States Armed Forces G.E.D. certificate with a score of at least 35 on each of the five tests and an overall score of at least 225 in the examination for the diploma or certificate. At the time of appointment applicants must be United States Citizens. Proof of good character will be an absolute prerequisite to appointment.

The following are among the factors which would ordinarily be cause for disqualification: (a) conviction of an offense, the nature of which indicates lack of good moral character or disposition toward violence or disorder; (b) repeated conviction of an offense, where such convictions indicate a disrespect for the law; (c) repeated discharge from employment, where such discharges indicate poor performance or inability to adjust to discipline; (d) addiction to narcotics or excessive use of alcholic beverages; (e) dishonorable discharge from the Armed Forces. In accordance with provisions of law, persons convicted of a felony or petit larceny are not eligible for appointment to this position.

At the time of appointment as a Probationary Patrolman or Probationary Policewoman, residence in New York City, or in Nassau, Westchester, Suffolk, Orange, Rockland, or Putnam Counties is required. Also, at the time of appointment as a Probationary Patrolman or Probationary Policewoman, possession of a valid New York State motor vehicle operator's license is required. The probationary period for Patrolman and Policewoman is one year.

MEDICAL STANDARDS: Eligibles must meet the medical standards posted on the Department of Personnel Bulletin Board. There are no height requirements. Eligibles must approximate normal weight for height. Eligibles shall be rejected for any deficiency, abnormality or disease that tends to impair health or fitness. Such causes for rejection include but are not limited to defective vision, heart and lung diseases, hernia, paralysis and defective hearing. Persons must be free from such physical or personal abnormalities or deformities that would handicap them in the performance of their duties as a Patrolman or Policewoman.

PHYSICAL TESTS: Eligibles will be required to pass a qualifying physical fitness test. The standards for this test are given in this booklet and are also posted on the Department of Personnel Bulletin Board. Medical evidence to allow participation in the physical fitness test may be required, and the Department of Personnel reserves the right to exclude from the physical fitness test any eligibles who, upon examination of such evidence, are apparently medically unfit. Eligibles will take the physical fitness test at their own risk of injury, although every effort will be made to safeguard them.

(PART II)

(Chapter IX)

7. USE OF HOUSING AUTHORITY AND TRANSIT AUTHORITY POLICE OFFICER CANDIDATE ELIGIBLE LISTS.

In 1973 and 1974, having exhausted its police officer eligible lists, and knowledgeable that the existing eligible lists for the city Transit Authority Police and Housing Authority Police contained large numbers of remaining minority candidates, the New York City Police Department broke its traditional pattern of making appointments to its ranks only from its own eligible lists.

With the necessary approval from the city-wide Department of Personnel, the New York City Police Department then began to make appointments from the Transit and Housing Authority Police Officer eligibles list. From December 1973 to June 1974, a total of 781 appointments were made from these lists, of which 208 (26.7 %) were Black and Hispanic. (141 or 18.1 % were Black; and 67, or 8.6 % were Hispanic).

N. Y. CITY POLICE DEPARTMENT APPOINTMENTS
FROM TRANSIT AUTHORITY POLICE ELIGIBLE LISTS

Date Appointed	Total Hired	White	Black	Hispanic	A/A	A/I	O
12-17-73	138	109	17	11	1	0	0
3-25-74	154	128	19	7	0	0	0
6-26-74	307	223	51	33	0	0	0
TOTALS	599/100%	460/76.8%	87/14.5%	51/8.5%	1/0.2%	0	0

N. Y. CITY POLICE DEPARTMENT APPOINTMENTS
FROM HOUSING AUTHORITY POLICE ELIGIBLE LISTS

Date Appointed	Total Hired	White	Black	Hispanic	A/A	A/I	O
12-17-73	104	61	35	8	0	0	0
3-25-74	44	28	12	4	0	0	0
6-26-74	34	23	7	4	0	0	0
TOTALS	182/100%	112/61.5%	54/29.7%	16/8.8%	0	0	0
GRAND TOTALS	781/100%	572/73.4%	141/18.1%	67/8.6%	1	0	0

(PART II)

(CHAPTER IX)

8. REVISED ENTRY-LEVEL SELECTION PROCEDURES

In order to promote the full realization of equal employment opportunity, particularly at the entry-level where the increase of minorities and women must necessarily occur, the New York City Police Department initiated the following changes in its selection procedures:

a. Elimination of Height Requirements for All Applicants

On March 14, 1973, guidelines were issued by the Department of Justice which included the elimination of height requirements for positions in the law enforcement field.

In recognition that the use of minimum height requirements tends to disproportionately disqualify women, and persons of certain national origins and races, (and as recommended by an independent Job Analysis conducted by the McCann Associates under contract with the City of New York), the city-wide Department of Personnel in conjunction with the New York City Police Department eliminated all height requirements prior to the Unisex exam of December 15, 1973 for all applicants for the position of Police Officer (male and female).

b. Elimination of Quotas for Women

During 1973 the Police Department eliminated all quotas for female police officers.

Prior to 1973 the policewomen's function in the Department had been limited in the main to matron duty, youth work, clerical work and certain plain clothes assignments. At that time the Policewomen's Bureau consisted of approximately 300 female police officers.

During March of 1972, the Department submitted a request to the Police Foundation in Washington, D.C. for a grant to be used for the experimental Woman on Patrol Program. On May 1, 1972, the Department assigned 22 policewomen to the Police Academy to begin training for the program. Consequently, during January 1973, the Department began appointing women at a rate of 25 women to every 100 men, until the existing separate list for Policewoman (Exam #9081) was exhausted. The number of female police officers subsequently rose from approximately 300 in 1973 to 722 for the reporting period FY 74-75. On our current police officer eligible list (see P. 9.2 and Contents), resulting from the Unisex Exam #3014, of a total of 42,896 candidates on the list, approximately 11,575 are females. Overall this represents a 27 percent female participation on the current list for appointments to the position of Police Officer.

(REVISED ENTRY-LEVEL SELECTION PROCEDURES)

c. Revised Background Character Investigation Questionnaire Form

(1) In order to reduce the potential for cultural bias, and to simplify the selection procedures, the background character investigation forms and procedures currently in use were revised prior to the December 15, 1973 entrance exam.

- The prior background character investigation questionnaire was reduced from 60 questions to the present 26 questions. A copy of the "old" questionnaire and a copy of the rew revised form follows on pages 9.8C1 and 9.8C2

(2) Assignment of Blacks and Hispanics to the Applicant Investigations Section.

During 1973 and 1974 approximately 30 Black and 16 Hispanic sworn members of the department were trained and assigned to conduct applicant background character investigations.

(3) In order to reduce the attrition rate of minority candidates, efforts to reach those who fail to appear for interviews and/or appointments regarding background questionnaires, include the following :

- Verification for correct address
- Verification for new or changed telephone numbers
- Contact of candidate at place of employment when a change of address may have occurred
- Candidates who fail to return background questionnaires are contacted by certified mail and are provided additional time to comply
- Cooperation with the department's Equal Employment Opportunity Office is provided in the various stages between publication of a list of eligibles and appointment. Records and case histories are made available to that office and conferrals are made on individual cases or problems
- When a candidate can not be located, or expresses a desire to discontinue in the selection process, minority names and addresses are then referred to the department's Equal Employment Opportunity Office. At this point, minority members of the department's Equal Employment Opportunity Office actively seek out and affirmatively attempt to convince minority candidates to remain in the selection process.

Whenever a police officer candidate is disapproved for appointment, provisions are then made for the case to be personally reviewed administratively by a three man panel. This panel is comprised of two deputy commissioners (one Black and one Hispanic), and the Commanding Officer of the department's Employment Division.

(REVISED ENTRY LEVEL SELECTION PROCEDURES)

d. Revised Medical Requirements and Procedures

In an attempt to reduce any disparities in medical rejections, the Department has revised the medical requirements and procedures. A medical review procedure has been established in which a rejected candidate can return to the Medical Section at a date convenient to him, for the purpose of producing hospital or other medical records pertaining to his medical condition:

-These records are then reviewed by a staff physician and the candidate re-examined, if necessary.

-Candidates appearing late are re-scheduled.

-All candidates are assisted, if necessary, in the preparation of medical history forms.

-Discretion is used by the Police Department Examining Physicians when a candidate may have a medical condition that is not deemed an outright rejection on the day of original medical examination. The candidate is allowed sufficient time to obtain medical records, x-rays, correct a weight or eye condition, and to be re-tested for blood pressure and pulse, etc., before a decision of medical rejection is made.

-When the review procedures result in medical qualification, the candidate is eligible for immediate appointment to this department (experience has shown that more than 50% of those minority candidates reviewed have been subsequently qualified.)

-The Medical Section maintains the necessary EEO Statistics to conduct ongoing evaluations to uncover any factors or patterns which may adversely affect minorities and women.

e. Revised Physical Examination

The 1973 Uni-sex examination for Police Officer brought a concomitant change in the Physical Test. The recommendations put forth in the Job Analysis by McCann Associates resulted in the elimination of such prior requirements such as the eight foot wall climb. Physical Standards and Testing is reported under SELECTION in Chapter IV.

(PART II)

(Chapter IX)

H. POLICE ACADEMY SPECIAL COUNSELLING AND TUTORIAL PROGRAM

PROGRAM TITLE: Police Academy Special Counselling and Tutorial Program for Probationary Police Officers.

PROGRAM OBJECTIVE: A self-initiated Affirmative Action Program designed to reduce the attrition rate of minority and women police officers at the Police Academy.

DATE STARTED: February 11, 1974

PROGRAM OUTLINE: The Police Academy Special Counselling and Tutorial Unit has the responsibility of aiding all those Student Officers experiencing academic and other difficulties while Probationary Police Officers.*

During Reporting Period (FY/74-75) the Unit was comprised of one Black Sergeant, two White Detectives, 1 Black and 1 Hispanic Police Officer.

Statistics relative to this program are given in Part I, Chapter IV, under POLICE ACADEMY TRAINING PROGRAMS - SWORN PERSONNEL.

PROGRAM CONDUCTED BY: Captain Walter P. Connery, under the supervision of the Commanding Officer of the Police Academy.

*This program is not designed, for, nor are those students accepted, who are progressing satisfactorily.

PROGRAM TITLE: 10. WOMEN ON PATROL: An Evaluation of Their Performance and Potential.

PROGRAM OBJECTIVE: To evaluate how well women perform the patrol functions, and to develop guidelines for improving the use of women on patrol.

DATE STARTED: February 1974

CURRENT STATUS: Operational

TARGET DATES: Current Phase - May 1976
Possible Future Phase - May 1977

FUNDING: A federally funded $155,000 grant by the National Institute of Law Enforcement and Criminal Justice awarded jointly to the New York City Police Department, and the Vera Institute of Justice, 30 East 39th Street, New York, New York 10016.

PROGRAM OUTLINE

I. This project has three goals:

A. To describe differences in patrol performance of male and female officers in the Police Department of New York City, concentrating on job aspects thought to require physical strength or physical force;

B. To develop guidelines for improving the use of women on patrol;

C. To contribute standards appropriate for evaluation of the patrol performance of both male and female police officers.

II. Preliminary evaluations have already begun. The patrol performance of 165 women has been compared with a similar group of men on twenty performance variables routinely recorded by the Police Department of New York City.

III. While routine analyses are continuing, direct observation of selected male and female officers will begin.

IV. A later stage will involve interviews with participants in selected police-citizen encounters.

V. A possible future phase of the study would provide extended evaluation.

PROGRAM CONDUCTED BY (FY 74-75) Deputy Inspector Michael J. MnNulty, under the direction and supervision of the Chief of Personnel in conjunction with the National Institute of Law Enforcement and Criminal Justice and the Vera Institute of Justice.

(PART II)

(Chapter IX)

11. SPANISH LANGUAGE PROGRAM

New York City's Hispanic population is presently about one and a quarter million persons - approximately 16% of the total population. In order to bridge the language barrier between Spanish-speaking residents and a predominantly English-speaking Police Department, a Spanish Language Program for Police Officers was established in 1972. The program, which is federally funded, involves an intensive thirteen week training course in colloquial Spanish taught by Hispanics (mainly of Puerto Rican Extraction) in private language schools. The course was first taught by a subsidiary of American Express and is presently being taught by the Sullivan Language School, 140 Nassau Street, New York City. A good part of the course centers on cultural aspects of the Hispanics in New York City.

Police Officers participating in the program are volunteers who are selected mainly from patrol precincts. Special consideration is given to applicants who are assigned to commands that serve the City's several Hispanic communities. The officers are given a language aptitude test to ascertain their ability to successfully complete the course of instruction, and are also interviewed in order to determine motivations.

After completion of the course the student officers are sufficiently able to verbally communicate with Spanish-speaking persons, thereby rendering better police service to the Hispanic communities.

As of November, 1975, the program has graduated 348 students. These officers are then assigned to precincts that have the highest percentage of Hispanic residents. The program is geared towards improving relations between the city's largest language minority and the men and women who are sworn to protect and defend life and property for all of the city's eight million residents.

(PART II)

(Chapter IX)

PROGRAM TITLE:

12. LAW ENFORCEMENT CADET PROGRAM

PROGRAM OBJECTIVES:

1. To train and develop personnel (male and female) to meet the increasing need for qualified Police Officers.

2. To provide job opportunities in higher paying positions for young men and women from disadvantaged areas.

3. To academically and physically prepare and to encourage large numbers of minority group members to enter the Police Department as qualified Police Officers.

4. To prepare those who do not pass the police officer examination to qualify for other civil service or private employment in appropriate occupations.

5. To provide involvement in citizenship through cadet cooperation with law enforcement agencies.

6. To stimulate a better understanding of law enforcement agencies in a large number of minority group members by virtue of the influence of cadets upon their families and friends.

DATE STARTED: May 1966 to Present

CURRENT STATUS: ON-GOING (125 cadets in program during FY/74-75)

TARGET DATES: ON-GOING

PROGRAM OUTLINE: (See attached (3) brochures)

This program is structured so as to enable the participants to obtain a high school equivalency certificate (if they do not already possess one). The program is directed to improve cadets' academic achievement levels. Driving lessons and instruction are also given to cadets who do not possess a license (this is a basic requirement for the job of Police Officer). Cadets are given further physical and other specialized training to enhance their probability of success on a number of civil service examinations, particularly in the law enforcement field.

(PART II)

(Chapter IX)

PROGRAM TITLE:

12. LAW ENFORCEMENT CADET PROGRAM

PROGRAM OBJECTIVES:

1. To train and develop personnel (male and female) to meet the increasing need for qualified Police Officers.

2. To provide job opportunities in higher paying positions for young men and women from disadvantaged areas.

3. To academically and physically prepare and to encourage large numbers of minority group members to enter the Police Department as qualified Police Officers.

4. To prepare those who do not pass the police officer examination to qualify for other civil service or private employment in appropriate occupations.

5. To provide involvement in citizenship through cadet cooperation with law enforcement agencies.

6. To stimulate a better understanding of law enforcement agencies in a large number of minority group members by virtue of the influence of cadets upon their families and friends.

DATE STARTED: May 1966 to Present

CURRENT STATUS: ON-GOING (125 cadets in program during FY/74-75)

TARGET DATES: ON-GOING

PROGRAM OUTLINE: (See attached (3) brochures)

This program is structured so as to enable the participants to obtain a high school equivalency certificate (if they do not already possess one). The program is directed to improve cadets' academic achievement levels. Driving lessons and instruction are also given to cadets who do not possess a license (this is a basic requirement for the job of Police Officer). Cadets are given further physical and other specialized training to enhance their probability of success on a number of civil service examinations, particularly in the law enforcement field.

(Law Enforcement Cadet Program)

The program is Federally funded and since its inception up to FY/74-75 eight training cycles (each cycle of 40 weeks duration) have been completed and more than 400 cadets have entered the department as sworn police officers.

During FY/74-75, 125 persons (male and female) participated in this program which continues to date.

Financial compensation: All cadets are provided a minimum of $73.50 per week non-taxable stipend from federal funds. In addition, veterans are further eligible for veteran's vocational training benefits.

PROGRAM CONDUCTED BY:

(During FY/74-75): Sergeant Leroy Barr under the supervision of Captain Walter Connery, Police Academy, 235 E. 20th Street, Room 427, Telephone Number 677-1133.

(PART II)

(Chapter IX)

13. COMMUNITY SERVICE OFFICER PROGRAM

PROGRAM TITLE: COMMUNITY SERVICE OFFICER PROGRAM

PROGRAM OBJECTIVES:

1. To bring Minorities into the uniformed services through a work/training program that would enable them to subsequently compete successfully in open civil service examinations.
2. To provide broader police service to the community.
3. To create a new vehicle to improve communication between the police and the community.

This program intends, and is so designed, that the education, guidance and the training provided by the Police Department to the participants in the COMMUNITY SERVICE OFFICER PROGRAM will instill in them the initiative and the ability to successfully compete for civil service positions of Police Officer, Police Administrative Aide, and other similar Civil Service positions.

DATE STARTED: 1970

CURRENT STATUS: ON-GOING

Personnel and Areas Recruited from, as of: 6-30-75

HARLEM/EAST HARLEM	SOUTH BRONX	BROOKLYN
277	332	318

Total Community Service Officers employed by the New York City Police Department as of 6-30-75: 927

PROGRAM OUTLINE:

This Federally-funded (Model Cities Administration) "Community Service Officer" program was initiated in 1970. During FY 74-75 there were approximately 1,000 persons (male and female) from Harlem, Bedford Stuyvesant, and the South Bronx employed by the New York City Police Department. This program has seen 18 of its members appointed to this department as Police Officers. On the current eligible list for Police Officer (Exam 3014) there are 166 Community Service Officers (C.S.O.'s).

(Community Service Officer Program....Cont'd....)

(Program Outline):

Community Service Officers are civilian members of the Police Department.

The Model Cities Administration, with the assistance of the Neighborhood Directors of the Model Cities areas, are responsible for the recruitment, selection and screening of the persons selected for this Program.

Each candidate must meet the following requirements:

1. Age - at least 17 and no more than 26.
2. Have the ability, integrity and character background to serve as a police officer.
3. Have 20/30 uncorrected vision in each eye.
4. Free from disqualifying medical or physical defects.
5. No history of drug addiction.
6. No felony conviction.
7. Resident of a Model Cities area at the time of appointment.

NOTE: Height requirements (previously 5'7") were removed in 1973.

SALARIES AND BENEFITS

During the reporting period (FY 74-75), the Community Service Officers (C.S.O.s) received the following benefits:

			FROM	TO
1.	Salary	C.S.O.	$6800.	$7965.
	7/1/74	Seniors	7200. - 7500.	8365. - 8665.
	7/1/75	Specials	$8200.	$9365.

2. Twenty days vacation per year.
3. Twelve sick leave days per year.
4. Paid Holidays similar to civilian personnel.
5. Choice of free health plans. Health Insurance Plan or Blue Cross - Blue Shield (after 3 months employment).

(Community Service Officer Program....Cont'd....)

(Program Outline) :

FUNCTIONS

1. Patrol the streets.
2. Provide escort service.
3. Aid in juvenile delinquency prevention.
4. Report unsafe and unsanitary conditions.
5. Transmit citizen complaints.
6. Assist in crowd control.
7. Give emergency aid and comfort to the sick and injured.

PROGRAM CONDUCTED BY: (During FY 74 - 75), the Community Service Officer Program was conducted by the New York City Police Department's Community Affairs Division (of the Office of the Deputy Commissioner, Community Affairs).

HISTORICAL OVERVIEW OF THE COMMUNITY SERVICE OFFICER PROGRAM

The Model Cities Program came into existence upon the enactment of the Demonstration Cities and Metropolitan Development Act of 1966. As stated, this federal legislation represents an attempt to deal with urban decay and myriad of problems confronting many cities. It seeks to concentrate financing on social, economic and physical problems, in limited slum neighborhoods and to involve its residents in jobs and programs designed to solve many of the slum problems.

The City with the aid of Model Cities funds and programs, seeks to bring young minorities (males and females) into the City of New York's uniformed services. The original plan, called for the hiring of young residents from Harlem, Central Brooklyn and the South Bronx, as Community Trainees. After a three month training period, they would then take a competitive examination to become uniformed aides, either in the Police or Fire Department. The uniformed aides, after a 15 month work/training program and preparation for promotion, would take an examination for Model Cities Patrolman or Fireman.

In January, 1970, a pilot Community Service Officers Program was initiated in the Central Brooklyn area. Under a contractual agreement between the Model Cities Administration and the Police Department; the Planning Division - now known as the Office of Programs and Policies - was given the responsibility to administer the program.

In November 1972, the administration of the Community Service Officers Program passed from the office of Programs and Policies to the Community Affairs Division (of the Office of the Deputy Commissioner, Community Affairs).

(PART II)

(CHAPTER IX)

(Community Service Officer Program.....Cont'd....)

(Historical Overview of the Community Service Officer Program)

The Police Aide concept, grew out of a series of meetings by then Mayor Lindsay's Model Cities Task Force, from, March to May, 1971. In August, 1971, 360 young men from the three Model Cities areas (Harlem, South Bronx, Central Brooklyn), were inducted into the Community Service Officers Program and attended the Police Academy in preparation for the Police Aide test. The test was given on October 2, 1971, but the list was never promulgated because the line organizations of the Police Department, Fire Department and the Housing Authority successfully enjoined promulgation of the list and obtained a judgement invalidating the test. This decision invalidating the test was then upheld by the New York State Court of Appeals and a subsequent petition for a writ of Certiorari, was denied by the Supreme Court of the United States.

The court action brought about alternative ways to utilize the Community Service Officers. In June, 1972, 40 Community Service Officers equipped with walkie-talkies, were assigned to various community service duties supplementing the patrol service of the 79th Precinct. One month later this pilot project was expanded to the 77th Precinct in Brooklyn, and the 40, 41 and 42 Precincts in the Bronx.

As a result of the court action, the present concept of a Community Service Officer was born. The overall objectives are basically the same as the previous plans, namely, to bring more Blacks and Hispanics into the uniformed services through a work training program that would enable them to compete successfully in an open Civil Serivice Examination.

In August of 1972, the Community Service Officer Program became more closely aligned with the Patrol Service as a result of TOP 225,s.72, which contained the guidelines for utilization of these officers by Precinct Commanders. (TOP 225,s.72 is on file at the office of the Equal Opportunity Unit).

As a further development, then Mayor John V. Lindsay and Model Cities Administrator Judge J.2. Williams, after a series of conferences with the Secretary of Housing and Urban Development and his staff, were able to obtain a commitment to hire and additional 1,000 Community Service Officers to patrol in and around schools. They were also successful in obtaining permission to use the Community Service Officers for assignments outside the Model Cities area. Community Service Officers can now be assigned city-wide.

Community Service Officers are civilian members of the Police Department. Upon assignment to Patrol precincts or other commands, the responsibility for supervision falls directly on the Commanding Officer and staff.

DEFENDANT'S
Exhibit LL

POLICE DEPARTMENT
CITY OF NEW YORK

June 10, 1976

From: Commanding Officer, Police Academy

To: Director, Legal Bureau

Subject: ATTRITION RATE OF STUDENT OFFICERS

1. A study has been conducted of all Student Officers entering the Department during the years 1973 and 1974 to determine the attrition rate while in the Police Academy. The following are the results of said study:

RACE	# ENTERING	# RESIGNED/TERMINATED	RETENTION RATE AVERAGE
WHITE	3,672 (79.6%)	250 (6.8%)	93.2%
BLACK	710 (14.9%)	81 (11.4%)	88.6%
HISPANIC	387 (8.1%)	40 (10.3%)	89.7%
OTHER	4 (.1%)	0 -	100.00%
TOTALS	4,733(100.00%)	371 (7.8%)	92.2%

2. For your information.

Lt. Joseph A Fisher
for Gerard J. Kerins
Inspector

TML/gs

DEFENDANT'S
EXHIBIT R

PHASE I REPORT

DEVELOPMENT OF NOTICES OF EXAMINATION, TEST PLANS, AND WRITTEN TESTS FOR PATROLMAN AND POLICEWOMAN IN THE NEW YORK CITY POLICE DEPARTMENT

Study Conducted
for
Department of Personnel
City of New York

by

The Psychological Corporation
New York, New York

October, 1973

TABLE OF CONTENTS

	Page
Introduction	i
I. Job Analyses	1
II. Plan for the Written Test	8
III. Physical Fitness Tasks and Standards	10
IV. Medical Standards and Regulations	12
V. Notices of Examination	14
Appendixes	
A. The Relationship of the Test Content to the Primary Job Activities	16
B. Physical Fitness Test Events and Scoring Standards	21
C. Individuals Interviewed During Phase I	25

RESTRICTED

All material in this report is the exclusive property of the City of New York. Written approval of the Director, Department of Personnel, is required prior to release or use of any materials contained herein.

Introduction

The City of New York acting through the Director of the New York City Department of Personnel contracted with The Psychological Corporation for the latter to serve as consultants in producing a written examination for two job titles in the New York City Police Department -- Patrolman and Policewoman. This report describes Phase I of the Corporation's assignment.

The objectives of Phase I were as follows: development of plans for written tests for Patrolman and Policewoman; critical review of existing Medical Standards and Physical Fitness Tests for the two job titles; and preparation of Notices of Examination for the titles.

In accomplishing these objectives The Psychological Corporation was charged with observing certain guidelines stipulated by the Department of Personnel:

-- Plans for the written tests are to be based upon detailed job analyses which are to include a review of the training curricula at the New York City Police Academy, interviews with persons of different ranks in the Police Department, and first-hand observation of duties performed by Patrolmen and Policewomen assigned to various parts of the City.

-- Recommendations regarding existing Medical Standards and Physical Fitness Tests are to be based not only on the job analyses, but also on discussions with the Medical Section of the Police Department.

-- Notices of Examination for Patrolman and Policewoman are to be based on the results of the job analyses and review of the Medical Standards and Physical Fitness Tests.

-- Test plans, recommendations for Medical Standards and Physical Fitness Tests, and Notices of Examination are to conform to EEOC Guidelines and are to take into consideration viewpoints expressed

by special interest groups, including the Patrolmen's Benevolent Association, the Guardians Association, and the Hispanic Society.

Part I of this report describes the methods used and the results of the job analyses for Patrolman and Policewoman. Part II sets forth plans for the written tests, Part III discusses physical fitness tasks and standards, and Part IV recommends medical standards and regulations. Notices of examination are presented in Part V.

Phase II, the concluding part of the Corporation's assignment, entails construction of the written examination.

We are greatly indebted to members of the New York City Department of Personnel and the New York City Police Department for their cooperation in carrying out this project. Police Captain Donald Schroeder was especially helpful to us in his role of liaison officer.

I. Job Analyses

The job analyses were conducted through interviews with incumbents and their supervisors, and on-the-job observations. In addition, the curriculum of the Police Academy was examined, and police officials and representatives of special interest groups were interviewed. Each of these methods of data collection is described below, first for Patrolman and then for Policewoman.

A. Patrolman - In April, 1973 approximately 22,000 Patrolmen were on duty in New York City; of these 15,000 to 16,000 were assigned to the Patrol Bureau. Accordingly, we concentrated on the activities of Patrolmen in the Patrol Bureau.

1. Interviews at Precinct Houses

Interviews with Patrolmen and Sergeants were conducted at six precinct houses located in the five boroughs. One of the precincts was in a low crime rate area, one was in a medium crime rate area, and the remaining four were in high crime rate areas. By focusing on high crime rate areas we acquired larger numbers of critical incidents on which to base the job analysis.

The selection of Sergeants and Patrolmen was essentially a random one determined chiefly by availability at the time of the interview.

Five trained interviewers conducted semi-structured interviews. Each interviewer obtained responses to a set of predetermined questions which explored the following areas: a) activities performed by a Patrolman during a typical tour of duty; b) abilities and knowledge required to be a good Patrolman; c) examples of above-average performance by Patrolmen; d) examples of below-average performance by Patrolmen; e) educational training needed for the job of Patrolman; and f) physical and psychological characteristics required to be a good Patrolman. The interviewers also inquired about special duty assignments, the completion of police forms and reports, and court appearances. They pursued related topics and elicited examples of critical incidents of police behavior.

Dr. Philip DuBois and Dr. Robert B. Miller, acting as consultants to the Corporation, assisted in the selection of the interview questions and the training of the interviewers.

2. Observation Tours

Observers rode in patrol cars in four high crime rate precincts. One each of the three regular eight-hour shifts (Midnight to 8:00 A.M., 8:00 A.M. to 4:00 P.M., and 4:00 P.M. to Midnight) was observed from beginning to end. Additionally, there was one three-hour observation tour during the 8:00 A.M. to 4:00 P.M. shift.

The tours provided ample opportunity for the observers to witness not only how routine assignments are handled (family disputes, disorderly conduct, sick and injured persons, etc.), but also how Patrolmen handle emergency calls (police officer needs assistance, hold-up in progress, etc.).

3. Police Academy

On passing the Written Test, the Physical Fitness Test, and the Medical Examination, a candidate becomes a Probationary Patrolman for a period of 12 months, the first six of which are spent at the Police Academy. As a result, all Patrolmen must possess some minimal mix of the skills and abilities required for success at the Police Academy. In order to identify those factors of success we interviewed the Commanding Officer of the Academy and officers in charge of various elements of the Academy training. Also we reviewed the Police Academy training syllabus and selected text-books.

4. Interviews with Police Officials and Representatives of Special Interest Groups

As still another means of gaining information about the job of Patrolman, we interviewed nine high-ranking officials in the Police Department including the Police Commissioner. The comments and recommendations of those individuals lent a certain perspective

to our study, particularly with regard to the Department's efforts to make Patrolmen ever more sensitive and responsive to the needs of the community.

5. Job Description for Patrolman

The data gathered were subjected to intensive study with which we were assisted by Dr. Robert B. Miller. Emerging from our analysis was the following job description:

-- General Responsibilities

Under overall supervision, the Patrolman enforces laws and ordinances, patrols assigned areas maintaining order and preventing crime, makes arrests and searches, cooperates with personnel of allied agencies, renders service to the community, and performs related tasks as required.

-- Principal Activities

Patrols an assigned area on foot or by vehicle; looks for and investigates suspicious or troublesome conditions, activities, and persons; carries out pre-planned assignments including vertical patrol, directed patrol, and park-walk-and-talk; responds to and handles routine and emergency calls received by police radio, including cases involving ill and injured persons, family disputes, drunk or disorderly conduct, vehicular matters (traffic control, stolen cars, etc.), crimes committed or in-progress (assault, burglary, robbery, etc.), public utility problems, and fires; enforces laws and ordinances and makes arrests for violations of them.

Questions victims, witnesses, and suspects; inspects crime scenes and safeguards property; cooperates with other police personnel as well as personnel of allied agencies; operates, maintains, and safeguards police equipment including vehicles and firearms; maintains written record of his activities and fills out police forms and reports as required; helps to prepare evidence for court; testifies in court.

BEST COPY AVAILABLE

Renders service to the community by advising, directing, and informing the general public regarding matters of safety, health, and protection of property; becomes familiar with and knowledgeable about the community to which he is assigned.

Exercises a sound working knowledge of the legal rights of individuals, the laws and ordinances in force in the community, the rules and regulations of the police department, and the geography, culture, and personalities of the community.

-- Personal Characteristics Required

Needs to be possessed of the highest integrity, dedicated to police work, supportive of police personnel, willing to help people and render service to the community at large, flexible in dealing with people and situations, and able to suffer verbal and physical abuse without loss of objectivity.

Needs to be able to exercise good judgment quickly, communicate well orally and in writing, understand oral and written instructions, withstand fatigue and remain alert and observant, and cope with the physical stresses and demands of police work.

5. Primary Job Activities

As indicated by the job description, a Patrolman engages in a large number of activities. These may be grouped, however into the 12 primary job activities listed below.

-- Prepares for patrol.
-- Patrols assigned sector(s) and monitors radio calls.
-- Carries out special, pre-planned patrol assignments.
-- Responds to and handles routine and emergency assignments received by radio.
-- Enforces laws and ordinances.
-- Makes arrests and searches.
-- Cooperates with other police units and allied agencies.
-- Renders service to the community.
-- Operates and safeguards police equipment.

-- Maintains written record of his activities.
-- Completes police forms and reports.
-- Makes court appearances.

The primary job activities are consistent with activities found by other investigators to be common to all Patrolmen in the United States,[1] and with activities set forth in the New York City Police Department's Patrol Guide.

7. Requisite Abilities and Personal Characteristics

A job analysis ordinarily identifies the knowledges, skills, abilities, and personal characteristics required for satisfactory performance of the primary job activities. In the present case, however, candidates taking the Written Test for Patrolman cannot be expected to possess the knowledges and skills taught at the Police Academy or on the job itself. We have therefore focused on the abilities and personal characteristics which candidates may be expected to possess. We judged the following 13 to be highly related to a Patrolman's capacity to carry out assignments in a competent manner:

-- Dedicated to policework.
-- Able to exercise good judgment at all times.
-- Willing to help people.
-- Sensitive to the ways of the community.
-- Flexible in dealing with people and situations.
-- Able to suffer abuse without loss of objectivity.
-- Honest.
-- Supportive of police personnel.
-- Able to communicate well orally and in writing.
-- Able to understand oral and written instructions.
-- Able to perform basic arithmetic operations.
-- Observant.
-- Physically fit.

[1] Gammage, Allen Z. Police Training in the United States. Springfield, Illinois: Charles C. Thomas, 1963.

Unfortunately, not all of the abilities and personal characteristics listed are readily measured by means of a paper and pencil test. Dedication to policework, the ability to suffer abuse without loss of objectivity, honesty, and support of police personnel can realistically be tested only in the framework of actual field performance. Physical fitness will be measured by the Physical Fitness Test and the Medical Examination.

The remaining eight abilities and personal characteristics are difficult to rank in a meaningful order of importance. In a given police situation, any one of them might prove critical. It is our opinion, nevertheless, that four are essential and merit the first level of importance. We have assigned a second level of importance to two of the abilities, and a third level of importance to the remaining two.

The "level of importance" is used here in a relative sense. It does not mean the third level is considered unimportant; rather, the third level is considered less important than the other two.

Two factors were weighed in determining the appropriate level of importance for each ability and characteristic: (1) its critical importance in police work, and (2) the frequency with which it is required.

Level of Importance	Ability or Personal Characteristic
1st	Able to exercise good judgment at all times.
1st	Flexible in dealing with people and situations.
1st	Sensitive to the ways of the community.
1st	Willing to help people.
2nd	Able to communicate well orally and in writing.
2nd	Able to understand oral and written instructions.

Level of Importance	Ability or Personal Characteristic
3rd	Observant.
3rd	Able to perform basic arithmetic operations.

To the extent possible, the Written Test will measure the eight abilities and personal characteristics noted above.

B. Policewoman - In contrast to the 22,000 Patrolmen on duty in New York City, there were only about 220 Policewomen in service. The job analysis performed for Policewoman was less detailed than that for Patrolman. It included interviews at one precinct house, an observation tour with a Policewoman assigned to patrol duty, and an interview with the Commanding Officer of the Policewoman's Section of the Police Department.

Policewomen are often assigned to clerical positions or act as police matrons; some are assigned to the Pickpocket Squad or other special police groups. A small number of volunteers -- 15 to 20 -- have been assigned to foot patrol and radio car patrol in three of the City's precincts. This is part of a year-long experimental program which began in mid-1972 and is being evaluated by The Urban Institute.

Although there are differences between the primary job activities of most Policewomen and those of Patrolmen, the personal characteristics and abilities required of Policewomen in performing their duties are not substantially different from those listed above for Patrolmen. For this reason, we believe that construction of different written examinations for the two job titles is not warranted. Accordingly, the test plan described in the next section of this report refers to a single written test for Patrolman and Policewoman.

II. Plan for the Written Test

A. Test Content

The 100-item Written Test, to be administered to all Patrolman-Policewoman candidates, contains four major content areas. The first of these, Judgment in Police Situations, tests abilities and personal characteristics having the first level of importance. Understanding of Written Materials tests the abilities having the second level of importance. Observational Skills and Basic Arithmetic Skills test the abilities and characteristics having the third level of importance. The relationship of the content of the test to the required abilities and personal characteristics and to the primary job activities is detailed in Appendix A.

B. Weighting

The relative weights of the four content areas reflect the levels of importance of the abilities and personal characteristics deemed necessary for satisfactory job performance:

Test Content	Number of Items
Judgment in Police Situations	40 - 45
Understanding of Written Materials & Diagrams - Reading Comprehension - Completion of Forms - Diagrams	35 - 40
Observational Skills - Recognition of Faces - Recall of Significant Details	15 - 20
Basic Arithmetic Skills - Counting and Dial Reading - Basic Operations - Time Problems	5 - 10
Total	100

C. Item Format

All items are of the multiple-choice type and each correct response will earn one point of score. A concerted effort has been made to have each item closely conform to observable job behavior.

Candidates failing to achieve a score of 70% or higher on the Written Test will be ineligible to take the Physical Fitness Test.

The job analyses indicated that police officers should be in good physical condition. They are required to withstand fatigue for extended periods of time and yet remain alert. On occasion they may be required to engage in strenuous physical exertion.

We propose that the physical fitness of male and female police officer candidates be measured by performance on four events: (1) Agility Test, (2) Simulated Body Carry, (3) Sit-Ups, and (4) One-Mile Walk/Run. The events have the following features:

-- They measure all three elements of physical fitness (strength, muscular endurance, and stamina) and are commonly included in tests of physical fitness administered by the Armed Forces, by police and fire departments, and by schools and universities.

-- They are appropriate for men and women in the sense that the events yield a satisfactory spread of scores for each sex.

-- They are easily administered and scored.

-- They do not entail the use of elaborate or costly apparatus.

On the basis of our job analyses and expert opinion given by Police Department officials, we judge the recommended events to be job-related. Strength (measured by the Simulated Body Carry) and muscular endurance (measured by the Sit-Ups) are required, for example, in handling stretcher cases, dealing with uncooperative prisoners, and effecting rescues. Stamina (measured by the One-Mile Walk/Run) is needed for running up stairs and chasing suspects. Agility (measured by the Agility Test) is necessary for entering windows, climbing fire escapes, and vaulting fences, and is generally necessary when interacting with hostile persons.

We recommend that the Physical Fitness Test be a qualifying one and that the four events receive equal weight. Performance on each event will be scored from 50 to 100, with performances at levels below 50 being scored as zero. Candidates must achieve a total score -- for all four events -- of 280, or be disqualified.

The system of scoring was devised by studying the data from testing a group of 80 male and 79 female recruits entering the Police Academy. All of the recruits had taken and passed civil service physical fitness examinations administered prior to their appointment to the Academy. The recommended scoring standards would allow practically all (96%) of the group of 159 recruits to achieve the passing score of 280 or higher.

We believe that the physical fitness test described will disqualify candidates not capable of meeting the standards of physical fitness required by the Police Academy in its training programs.

Regarding the administration of the test, it is recommended that at least two scorekeepers monitor each event; additional scorekeepers may be needed for the One-Mile Walk/Run. We also urge that the scorekeepers include members of minority groups.

Detailed descriptions of the events, directions for administration, and scoring standards are set forth in Appendix B.

IV. Medical Standards and Regulations

In November, 1969 the Department of Personnel, Civil Service Commission, promulgated medical standards and regulations for Patrolman (Police Department) and Policewoman. Based on our job analyses for Patrolman and Policewoman, and on discussions with the Medical Section of the Police Department and other informed sources, the following changes to those standards are recommended:

Patrolman:

It is recommended that no minimum height requirement be set.

Policewoman:

It is recommended that no minimum height requirement be set.

In our judgment it is not possible to fix minimum height requirements for Patrolman and Policewoman which can be justified definitively within the context of a job analysis. Unquestionably, some individuals measuring less than the minimum height requirement would be able to perform the job of Patrolman or Policewoman satisfactorily or even with distinction.

It should be noted that a given minimum height requirement---no matter what it may be---inevitably disqualifies, in disproportionate numbers, persons belonging to groups whose average height is less than that of the applicant population as a whole.

At the same time, we believe that it may be important for police officers to project a certain physical presence, and that lack of such presence may diminish the image of the police officer as a figure of authority---thereby reducing his effectiveness.

It is with the above constraints in mind, that we recommend no minimum height requirements for Patrolman and Policewoman at this time. We strongly urge, however, that studies be initiated to determine the relationship, if any, between the height of police officers and the incidence of injuries incurred in the line of duty. The results of such studies would indicate the desirability of setting minimum height requirements in the future.

Section XXV of the Medical Standards for Patrolman and Policewoman should be revised to conform with our recommendations that minimum height requirements be eliminated.

We urge that wherever possible, the medical standards and regulations for Patrolman and Policewoman be made identical in language.

V. Notices of Examination

In keeping with Department of Personnel plans to publish a single notice of examination for Patrolman-Policewoman, we have recommended certain changes to Notice of Examination No. 9049. The changes apply to both Patrolmen and Policewomen and are numbered to correspond t. marked sections of Notice 9049 (see page 15).

Lacking sufficient information, we have not attempted to update salaries, dates and times, or notice numbers. All recommendations are subject to existing laws and regulations.

Changes Recommended to Notice 9049 (Patrolman):

1. Candidates must not be less than 19 years of age on the date of the written test.
2. Applicants must approximate normal weight for height.
3. At the time of appointment as a Probationary Patrolman or Policewoman, residence in one of the five boroughs of New York City is required (Bronx, Brooklyn, Manhattan, Queens, or Richmond).
4. In addition, the rules of the City Civil Service Commission provide that no person who has been dishonorably discharged by the Armed Forces shall be examined, certified or appointed as Patrolman or Policewoman.
5. Test: Written, weight 100, 70% required.
   The written test will be of the multiple-choice type and will be designed to test the candidate's capacity to learn the work of a Patrolman or a Policewoman. It may include questions on judgment in police situations, understanding of written materials and diagrams, observational skills, basic arithmetic skills, and other related areas.
6. Candidates will be required to achieve a minimum score of 280 on the physical test in order to qualify.

THE CITY OF NEW YORK
DEPARTMENT OF PERSONNEL
CITY CIVIL SERVICE COMMISSION

NOTICE OF EXAMINATION

Amended Notice
(May 11, 1960)

No. 9019
PATROLMAN

This examination is open only to men.

Salary, Vacancies and Unemployment: The entrance salary is $5,974 per annum at present. Patrolmen receive increments of $221 at the end of each of the first two years, $221 at the end of their second year and $379 at the end of their third year in the Police Department. The salary received thereafter remains at $6,815 per annum.

Other benefits include an annual uniform allowance, $1 paid holidays annually, overtime compensation, a liberal pension system, the Social Security System, a welfare fund and a health insurance plan.

Effective October 1, 1960, the entrance salary will be raised to $7,049 per annum, with annual increments at the end of the first, second and third years. The salary received through these increments will be $8,910 per annum.

Salary increments will be made during the 4th of the year.

Applications: *Filing Period* — Preapplication forms issued and received Monday through Friday from 9 a. m. to 5 p. m., except Thursday from 9:30 a. m. to 5:30 p. m., and Saturday from 9 a. m. to 12 noon, from May 7, 1960 through May 20, 1960.

Preapplication forms are obtainable by either by the applicant in person or by an representative of the Application Section of the Department of Personnel at 49 Thomas Street, New York, N. Y. 10013. They will also be issued on request provided that the request is by mail, return mail and applies is accompanied by a stamped (6 cents) addressed envelope for each application requested. All such mail requests must be postmarked no later than May 13, 1960. A preapplications forms submitted by mail must be postmarked no later than one day for receipt of preapplication forms.

Preapplication forms are also issued in person (but not mailed) at all branches of the public library system in the Yankee Stadium in New York City, Mount Vernon, New Rochelle, White Plains and Yonkers.

Applicants are urged to file preapplications during the regular office period. However, persons who do not file preapplications but wish to take the test may do so by reporting at 9 a. m. on June 28, 1960 at any of the test centers.

Regular applications will be issued and accepted for filing in person only at the time and place of the written test.

Date of Test: The written test is expected to be held June 28, 1960. This date is tentative only and may be changed if circumstances so demand.

Promotion Opportunities: The Administrative Code provides that Sergeants shall be selected from among Patrolmen of the First Grade. Sergeants are eligible for promotion examinations to Lieutenant. Lieutenants are eligible for promotion examination to Captain.

Age Requirements: The Administrative Code provides that only persons shall be appointed patrolmen who shall have on the date of the written test not less than 21 years of age, and the Public Officers Law provides that persons shall be at least 21 years of age at the time of appointment.

Candidates must be not less than 20 years of age on the date of the written test.

Exemption: All persons who have served in military duty, as defined in Section 243 of the Military Law, subsequent to July 1, 1940, may deduct the length of time, not exceeding a total of six years, which they shall have served in military duty from their actual age in determining their eligibility (Sub. 10c, Section 243, Military Law).

At the time of preappointment, applicants will be required to submit proof of date of birth by submission of record of the Bureau of Vital Statistics or other satisfactory evidence. Any willful misstatement may be cause for disqualification.

Minimum Requirements: At the time of appointment: (a) graduation from a program leading to high school diploma; or (b) possession of a high school equivalency diploma; or (c) completion of Level Three of the New York State Pilot school equivalency program; or (d) an acceptable G.E.D. certificate issued by the Armed Forces (a score of at least 35 on each of the five tests and an overall score of 225 is the G.E.D. requirement).

At the time of appointment applicants must be United States citizens.

Citizenship: At the time of appointment applicants must be [illegible] citizens of the United States.

Residence: At the time of appointment applicants must be residents of the City of New York.

Character: Applicants must be of good character and must not have been convicted of any felony or misdemeanor involving moral turpitude.

Fingerprinting: Applicants will be fingerprinted at the time of appointment.

Medical Examination: Applicants must be free from any physical condition which might render them unfit for the performance of police duties. Candidates must pass a medical examination before appointment.

Height: Applicants must be at least 5 feet 7 inches in height and must approximate normal weight for height. Weight must be in proportion to height.

Residence: At the time of appointment as a Patrolman, persons must have been residents of New York City, or in Nassau, Westchester, Nassau, Rockland, Suffolk, or Putnam Counties for [illegible] At the time of appointment as a Probationary Patrolman, persons must have been residents of New York City for one year.

Each of your statements will be an absolute requirement to appointment. The following are some of the factors which would militate against candidates' appointment: (a) conviction of an offense, the nature or circumstances thereof indicate a disregard for the law; (b) habitual drunkenness; (c) addiction to the use of narcotic drugs; (d) mental derangement of an extreme nature, which prevents the exercise of good judgment; (e) physical defects which would prevent the performance of the duties of the position; (f) dishonorable discharge from the military service; (g) [illegible] (h) [illegible] (i) [illegible] (j) [illegible] (k) [illegible] (l) [illegible] (m) [illegible] (n) [illegible] (o) [illegible] (p) [illegible] (q) [illegible] (r) [illegible] (s) [illegible] (t) [illegible] (u) [illegible] (v) [illegible] (w) [illegible] (x) [illegible] (y) [illegible] (z) [illegible] (aa) [illegible] (bb) [illegible] (cc) [illegible] (dd) [illegible] (ee) [illegible] (ff) [illegible] (gg) [illegible] (hh) [illegible] (ii) [illegible] (jj) [illegible] (kk) [illegible] (ll) [illegible] (mm) [illegible] (nn) [illegible] (oo) [illegible] (pp) [illegible] (qq) [illegible] (rr) [illegible] (ss) [illegible] (tt) [illegible] (uu) [illegible] (vv) [illegible] (ww) [illegible] (xx) [illegible] (yy) [illegible] (zz) [illegible] (aaa) [illegible] (bbb) [illegible] (ccc) [illegible] (ddd) [illegible] (eee) [illegible] (fff) [illegible] (ggg) [illegible] (hhh) [illegible] (iii) [illegible] (jjj) [illegible] (kkk) [illegible] (lll) [illegible] (mmm) [illegible] (nnn) [illegible] (ooo) [illegible] (ppp) [illegible] (qqq) [illegible] (rrr) [illegible] (sss) [illegible] (ttt) [illegible] (uuu) [illegible] (vvv) [illegible] (www) [illegible] (xxx) [illegible] (yyy) [illegible] (zzz) [illegible] (aaaa) [illegible] (bbbb) [illegible] (cccc) [illegible] (dddd) [illegible] (eeee) [illegible] (ffff) [illegible] (gggg) [illegible] (hhhh) [illegible] (iiii) [illegible] (jjjj) [illegible] (kkkk) [illegible] (llll) [illegible] (mmmm) [illegible] (nnnn) [illegible] (oooo) [illegible] (pppp) [illegible] (qqqq) [illegible] (rrrr) [illegible] (ssss) [illegible] (tttt) [illegible] (uuuu) [illegible] (vvvv) [illegible] (wwww) [illegible] (xxxx) [illegible] (yyyy) [illegible] (zzzz) [illegible] (aaaaa) [illegible] (bbbbb) [illegible] (ccccc) [illegible] (ddddd) [illegible] (eeeee) [illegible] (fffff) [illegible] (ggggg) [illegible] (hhhhh) [illegible] (iiiii) [illegible] (jjjjj) [illegible] (kkkkk) [illegible] (lllll) [illegible] (mmmmm) [illegible] (nnnnn) [illegible] (ooooo) [illegible] (ppppp) [illegible] (qqqqq) [illegible] (rrrrr) [illegible] (sssss) [illegible] (ttttt) [illegible] (uuuuu) [illegible] (vvvvv) [illegible] (wwwww) [illegible] (xxxxx) [illegible] (yyyyy) [illegible] (zzzzz) [illegible]

The Police Commissioner has the right to [illegible] one out of turn on his eligibility.

The rules of the City Civil Service Commission [illegible] that no person shall be employed more than three times at the same examination after the date of his/her previous failure to pass such examination.

Those employed as Probationary Patrolmen must complete [illegible] years.

Training: To perform [illegible] police duties in the various branches of the Department to [illegible] all applicants will undergo [illegible] training in the Police Academy and in [illegible] Rules and Procedures, Orders of the Police Department and in [illegible] Police Commissioner in his discretion.

Probationary Period: [illegible] required.

The written test will be of the [illegible] and will be designed to test the candidates' intelligence, alertness, judgment and ability to learn the work of a patrolman. It may include questions on police techniques, reading comprehension, arithmetic reasoning and [illegible] Candidates who pass the written test will be required to take a [illegible] physical test. [illegible] opportunity will be given to candidates who fail the preliminary physical test or who fail to appear for the qualifying physical test, except those on active military duty.

The physical test will be designed to test the strength, agility, and speed of candidates. Candidates will take the physical tests at their own risk of injury. Persons over [illegible] will be unable to successfully [illegible] Medical evidence to allow participation in the physical test may be required and the Department of Personnel reserves the right to exclude from the physical test any candidate who upon examination such evidence is apparently [illegible] with the [illegible] will be required to achieve a passing mark of [illegible] in order to qualify. Medical and Physical requirements as stated on the Department of Personnel's Bulletin Board must be met.

Candidates shall be rejected for any [illegible] physical or disease that tends to impair health or [illegible] Such cases for rejection include but are not limited to defective vision, heart and lung disease, hernia, paralysis and defective hearing. A history of any [illegible] disorder may disqualify. Persons must be free from [illegible] or mental abnormalities or deformities [illegible] render the appointee as would hamper [illegible] in the performance of their duties as a Patrolman.

Candidates who fail to attain the [illegible] for any test, subject or part of the examination shall be deemed to have failed the examination and no further test, subject or part of the examination shall be given.

All candidates will be required to pass a qualifying [illegible] prior to appointment.

Candidates are warned to make true and complete statements on their applications, forms and medical forms. Misrepresentation is ground for disqualification.

The pertinent sections of the General Examinations Regulations are also to be considered part of this notice.

DEPARTMENT OF PERSONNEL, Seymour Hartman, Personnel Director, Grover Hiller, Jr., Secretary. 4/27(2)

-15-

BEST COPY AVAILABLE

APPENDIX A

The Relationship of the Test Content to the Primary Job Activities

Primary Job Activity	Ability or Personal Characteristic Required	Level of Importance	Test Content
1. Prepares for patrol.			
a. Checks serviceability of equipment to be taken on patrol: weapons, radio, vehicle, etc.	- Able to understand oral and written instructions	2nd	- Reading Comprehens
	- Able to perform basic arithmetic operations	3rd	- Counting & Dial Re
b. Receives briefing on local conditions: crimes committed, demonstrations scheduled, utility repairs, etc.	- Able to understand oral and written instructions	2nd	- Reading Comprehens
c. Receives instruction: changes in police regulations, reviews of important procedures, etc.	- Able to understand oral and written instructions	2nd	- Reading Comprehens
2. Patrols assigned sector(s) and monitors radio calls.			
a. Investigates suspicious or troublesome conditions, activities, and persons. Clears up traffic problems, removes undesirables.	- Able to exercise good judgment at all times	1st	- Judgment in Police Situations
	- Flexibility in dealing with people & situations	1st	- Judgment in Police Situations
	- Observant	3rd	- Recognition of Fac
b. Converses with local merchants, businessmen, and residents. Acquires knowledge of local attitudes, activities and conditions.	- Sensitive to the ways of the community	1st	- Judgment in Police Situations
	- Willing to help people	1st	- Judgment in Police Situations
	- Able to communicate well orally and in writing	2nd	- Completion of Form

Primary Job Activity	Characteristic Required	Importance	Test Content
3. Carries out special, pre-planned patrol assignments including			
a. Vertical patrol: checks floors of housing units, advises on matters of security.	- Observant	3rd	- Recall of Signific Details
	- Able to communicate well orally and in writing	2nd	- Completion of Form
b. Directed patrol: assists at school crossings, observes activities at places frequented by criminal elements, etc.	- Willing to help people	1st	- Judgment in Police Situations
	- Observant	3rd	- Recognition of Fac
4. Responds to and handles routine and emergency assignments received by radio, including			
a. Aided cases: assists ill or injured persons, summons medical services.	- Willing to help people	1st	- Judgment in Police Situations
b. Family disputes: stops injurious or destructive behavior, talks with family members.	- Able to exercise good judgment at all times	1st	- Judgment in Police Situations
	- Flexible in dealing with people and situations	1st	- Judgment in Police Situations
	- Sensitive to the ways of the community	1st	- Judgment in Police Situations
c. Disorderly conduct: quells disturbances and fights, assists intoxicated persons, disperses crowds.	- Able to exercise good judgment at all times	1st	- Judgment in Police Situations
	- Flexible in dealing with people and situations	1st	- Judgment in Police Situations
	- Sensitive to the ways of the community	1st	- Judgment in Police Situations
d. Vehicular cases: clears up traffic problems, investigates and writes reports of accidents, checks for stolen vehicles, etc.	- Able to communicate well orally and in writing	2nd	- Completion of Form - Diagram.

Primary Job Activity	Ability or Personal Characteristic Required	Level of Importance	Test Content
e. Past crimes: investigates crimes which have been committed, questions victims and witnesses, inspects crime scenes, lists stolen articles, makes written reports.	- Able to communicate well orally and in writing	2nd	- Completion of Fo
	- Observant	3rd	- Recall of Signif Details
	- Able to perform basic arithmetic operations	3rd	- Counting - Basic Operations - Time
f. Crimes in-progress: investigates assaults, robberies, burglaries, etc. reported to be taking place. Apprehends law-breakers.	- Able to exercise good judgment at all times.	1st	- Judgment in Poli Situations
	- Flexible in dealing with people and situations	1st	- Judgment in Poli Situations
	- Observant	3rd	- Recall of Signif Details
			- Recognition of F
g. Other: investigates reports of missing persons, loss of electricity, water, and other services, fire, etc.	- Able to exercise good judgment at all times	1st	- Judgment in Poli Situations
	- Flexible in dealing with people and situations	1st	- Judgment in Poli Situations
5. Enforces laws and ordinances.			
a. Enforces laws and ordinances as violations are encountered. Issues summonses for traffic violations, illegal peddling, etc.	- Able to understand oral and written instructions	2nd	- Reading Comprehe
	- Able to communicate well orally and in writing	2nd	- Completion of Fo - Diagrams
b. Enforces specific laws and ordinances by directed assignment: health code violations, illegal sale of alcoholic beverages, etc.	- Able to understand oral and written instructions	2nd	- Reading Comprehe
	- Able to communicate well orally and in writing	2nd	- Completion of Fo
6. Makes arrests and searches.			
a. Arrests and takes criminals and suspects into custody, advises them	- Able to exercise good judgment at all times	1st	- Judgment in Poli Situations

Primary Job Activity	Characteristic Required	Importance	Test Content
a. (cont'd) of legal rights, makes out arrest reports, takes prisoners to detention.	- Flexible in dealing with people and situations	1st	- Judgment in Police Situations
	- Sensitive to the ways of the community	1st	- Judgment in Police Situations
	- Able to communicate well orally and in writing	2nd	- Completion of Forms
	- Able to understand oral and written instructions	2nd	- Reading Comprehension
b. Makes authorized searches of individuals and premises.	- Observant	3rd	- Recall of Significant Details
			- Recognition of Faces
7. Cooperates with other police units and allied agencies.			
a. Notifies Detective Bureau, Safety Emergency Division, or other units in cases involving homocide, narcotics, explosives, etc.	- Able to exercise good judgment at all times	1st	- Judgment in Police Situations
	- Able to communicate well orally and in writing	2nd	- Completion of Forms
b. Assists other police units and units of allied agencies as required.	- Flexible in dealing with people and situations	1st	- Judgment in Police Situations
8. Renders service to the community.			
a. Provides information regarding safety, protection of property, services available from local agencies, etc.	- Able to communicate well orally and in writing	2nd	- Completion of Forms
	- Willing to help people	1st	- Judgment in Police Situations
	- Sensitive to the ways of the community	1st	- Judgment in Police Situations

Primary Job Activity	Characteristic Required	Importance	Test Content
9. Operates and safeguards police equipment.			
a. Operates motor vehicles, radios, weapons, and special devices and equipment as required.	- Able to exercise good judgment at all times	1st	- Judgment in Poli Situations
	- Able to understand oral and written instructions	2nd	- Reading Comprehe
			- Diagrams
			- Dials
b. Helps to maintain and prevent damage to, or theft of, police equipment.	- Able to exercise good judgment at all times	1st	- Judgment in Poli Situations
10. Maintains written record of his activities.			
a. Maintains Memo/Log containing rough notes of events occurring during duty tours.	- Able to communicate well orally and in writing	2nd	- Completion of Fo
	- Able to perform basic arithmetic operations	3rd	- Counting - Basic Operations - Time
11. Completes police forms and reports.			
a. Fills out various police forms and reports including: Aided Report, Vehicle Accident Report, Arrest Report, etc.	- Able to communicate well orally and in writing	2nd	- Completion of Fo
	- Able to understand oral and written instructions	2nd	- Reading Comprehe
	- Able to perform basic arithmetic operations	3rd	- Basic Operations - Time
12. Makes court appearances.			
a. Gives sworn testimony using Memo/Log in support of statements.	- Able to communicate well orally and in writing	2nd	- Completion of Fo
b. Arranges for evidence to be on hand.	- Able to understand oral and written instructions	2nd	- Reading Comprehe
c. Brings prisoners to court for arraignment.	- Flexible in dealing with people and situations	1st	- Judgment in Poli Situations

Physical Fitness Test for
Patrolman-Policewoman

Event I: Agility Test

The candidate shall start from a supine position -- feet together, hands by the sides. On the signal, "Go," the candidate will rise and run 3 yards to a maze of obstacles and dodge through; run 1 yard to a tunnel and proceed through; run 5 yards to a 4-foot vault box and scale it; and sprint 18 yards back to the starting line. The maze is 5 yards long and the tunnel is 4 yards long.

Time Limit: 1 minute Trials: One

Seconds to Complete	Per Cent
14 or less	100
15	98
16	95
17	92
18	90
19	88
20	85
21	82
22	80
23	78
24	75
25	72
26	70
27	68
28	65
29	62
30	60
31	58
32	55
33	52
34	50
More than 34 seconds	Zero

Event 11: Simulated Body Carry

The candidate will start from a standing position. On the signal "Go," the candidate will run up two flights of stairs, a total of 26 steps. At the top of the second flight of stairs, the candidate will pick up a seventy-pound dummy. Keeping the dummy clear of the floor at all times, the candidate will rapidly descend the two flights of stairs and run back to the starting line.

Time Limit: 1 minute Trials: One

Seconds to Complete	Per Cent
7 or less	100
8-9	98
10-11	96
12-13	93
14-15	90
16-17	87
18-19	84
20-21	81
22-23	78
24-25	75
26-27	73
28-29	70
30-31	67
32-33	64
34-35	61
36-37	58
38-39	55
40-41	53
42-43	50
More than 43	Zero

Event IV: One Mile Walk/Run

The candidate will be required to run a distance of one mile as quickly as possible at his own pace. If necessary, the candidate may walk part of the distance without being disqualified.

Time Limit: 12 minutes

Trials: One

Minutes and Seconds to Complete	Per Cent
6:00 or less	100
6:01-6:30	95
6:31-7:00	90
7:01-7:30	86
7:31-8:00	82
8:01-8:30	78
8:31-9:00	74
9:01-9:30	70
9:31-10:00	65
10:01-10:30	60
10:31-11:00	55
11:01-11:30	50
more than 11:30	Zero

APPENDIX C: Individuals Interviewed During Phase I

Department of Personnel

Harry I. Bronstein, Personnel Director

Solomon Weiner, Assistant Personnel Director for Examinations

William Roskin, Legal Counsel to the Department of Personnel

Alfred Heil, Director, Bureau of Examinations A

Richard Unger, Director, Bureau of Examinations B

Jack Stern, Research Coordinator

Police Department

Police Commissioner Donald F. Cawley

Roosevelt Dunning, Deputy Commissioner of Community Affairs

William Johnson, Assistant Deputy Commissioner of Community Affairs

Assistant Chief Inspector Eldridge Waith (Retired)

Personnel Bureau

Seymour Bernstein, Director of Police Personnel

Assistant Chief Inspector Howard Gardner, Executive Director

Peter Ring, Director, Employment Division

Deputy Inspector Charles Henry, Personnel Supervisor, Selection and Processing Section

Lieutenant George Kulacki, Selection and Processing Section

Police Academy

Assistant Chief Inspector James Sullivan, Commanding Officer

Inspector Francis Burke, Commanding Officer, Entry-Level Training Section

Lieutenant Leonard Salomon, Commanding Officer, Recruit Training Section

Lieutenant Peter King, Coordinator, Physical/Water Safety Unit

Sergeant Allan Dinegar, Physical/Water Safety Unit

Patrolman Hugh Brady, Physical/Water Safety Unit

Medical Section

Deputy Inspector Charles Sibon, Assistant Director of Personal Services

Captain Frank Hall, Administrator, Medical Unit

Chief Surgeon Steven McCoy, M.D.

Henry T. Smith, M.D. (Honorary Consultant)

The system of scoring was devised by studying the data from testing a group of 80 male and 79 female recruits entering the Police Academy. All of the recruits had taken and passed civil service physical fitness examinations administered prior to their appointment to the Academy. The recommended scoring standards would allow practically all (96%) of the group of 159 recruits to achieve the passing score of 280 or higher.

We believe that the physical fitness test described will disqualify candidates not capable of meeting the standards of physical fitness required by the Police Academy in its training programs.

Regarding the administration of the test, it is recommended that at least two scorekeepers monitor each event; additional scorekeepers may be needed for the One-Mile Walk/Run. We also urge that the scorekeepers include members of minority groups.

Detailed descriptions of the events, directions for administration, and scoring standards are set forth in Appendix B.

IV. Medical Standards and Regulations

In November, 1969 the Department of Personnel, Civil Service Commission, promulgated medical standards and regulations for Patrolman (Police Department) and Policewoman. Based on our job analyses for Patrolman and Policewoman, and on discussions with the Medical Section of the Police Department and other informed sources, the following changes to those standards are recommended:

Patrolman:

It is recommended that no minimum height requirement be set.

Policewoman:

It is recommended that no minimum height requirement be set.

In our judgment it is not possible to fix minimum height requirements for Patrolman and Policewoman which can be justified definitively within the context of a job analysis. Unquestionably, some individuals measuring less than the minimum height requirement would be able to perform the job of Patrolman or Policewoman satisfactorily or even with distinction.

It should be noted that a given minimum height requirement---no matter what it may be---inevitably disqualifies, in disproportionate numbers, persons belonging to groups whose average height is less than that of the applicant population as a whole.

At the same time, we believe that it may be important for police officers to project a certain physical presence, and that lack of such presence may diminish the image of the police officer as a figure of authority---thereby reducing his effectiveness.

It is with the above constraints in mind, that we recommend no minimum height requirements for Patrolman and Policewoman at this time. We strongly urge, however, that studies be initiated to determine the relationship, if any, between the height of police officers and the incidence of injuries incurred in the line of duty. The results of such studies would indicate the desirability of setting minimum height requirements in the future.

Defendant's Exhibit
NN

A PREDICTIVE VALIDITY STUDY OF THE NEW YORK CITY POLICE DEPARTMENT ENTRANCE EXAMINATIONS

by

William Weichun, Ph. D.
Howard S. Tilis, Ph. D.

This study is concerned with the relationship of scores on the Police Department entrance examination and the academic average in the Police Academy. The study is essentially a predictive validity investigation of the New York City Police Department Entrance Examinations used in the testing of police officer candidates from 1968 through 1970. The entry level examinations consist of 100 questions designed to assess abilities in the following general areas: vocabulary, reading comprehension, basic arithmetic computation, judgment in police situations, and in some instances, abstract reasoning ability. The criterion variable was the academic average of recruits at the Police Academy. Upon passing the entry level examination and being certified for appointment, each recruit is assigned to the Police Academy for a six month course of study. The curriculum at the Police Academy consists of Law, Police Science and Social Science. A recruit is given 4 quarterly examinations and one comprehension final. The average of all these examinations produces his final academic average. The New York State Department of Education has approved 35 college credits for satisfactory completion of the course of study at the Academy.

When training is completed (a 70% final average is required on the examinations administered by the academy) each recruit then commences a six months field training program including assignment to a precinct under the supervision of a supervisory officer. This completes the 12 month probationary period after which tenured status is acquired. Police academy personnel files indicate that of 4,773 recruits admitted to the academy, during the period January 1973 - April 1975, the average drop out rate was 9.5%. The drop out rate for Blacks (11.4%), Hispanics (10.3%) and Whites (6.8%) is basically similar. After graduation from the Police Academy, and prior to completion of the probationary term, only 38 recruits were terminated during field training, which is less than 1.0%. One may tentatively

conclude from the above data that no ethnic bias exists with respect to drop-out rates from the recruit training program.

Data

The Police Department furnished from its official records on 4533* individuals, who passed the entry level exams administered between 1968 and 1970 and who were admitted for training to the Police Academy, the following data:

1. Race of applicant - Black, Hispanic, White
2. Final academic average at the Police Academy. This included the average of four exams and a final comprehension examination of the entire academic curriculum.
3. Scores on the following entry level N.Y.C. Police Officer exam:

8108	2226
0013	8046
3014	9049
9019	7065
2225	9080

It should be noted that exams 2225 and 2226 were N.Y.C Transit and Housing Authority entry level examinations. They have been included in this study because appointments were made to the Police Academy for these examinations.

In addition the New York City Department of Personnel provided data on the total number of applicants, mean scores and standard deviation of scores for all applicants who took the following exams:

8108	8046
3014	9049
9019	9080

*Because of a hiring freeze imposed upon the City, no appointments to the position of Patrolman were made during the period from February 8, 1970 through January 28, 1973. Therefore, the data furnished consisted of all those candidates who were appointed Probationary Police officers from the resumption of hiring on January 29, 1973 through October, 1974 when the last appointments were made. For the purposes of this study, data on only 4022 individuals who were appointed from relevant examinations were used. For instance, List No. 9081 which was comprised of women only and other lists which continued to provide candidates for appointment only because of the military deferrals of the candidates were also eliminated from the study.

Findings

The data in Tables 1a, 1b and 1c show the relationship between Black, Hispanic, and White trainees' scores on the entrance examination and good academic performance in the Police Academy. An academic average of 80% and above was considered to be indicative of "good performance" in the Police Academy. A score of 80% was usually above the mean score of recruits at the Police Academy. These data indicate a positive relationship between Entrance Examination score and academic performance in the Police Academy.

The data very consistently demonstrates that the largest percent of recruits achieving "good performance" (80% and above) at the Police Academy scored at the highest interval (between 90 and 100) on the entrance exam. This trend is strongest with White trainees followed by Hispanic and Black trainees. The inconsistencies that are found in the Black and Hispanic groups could very possibly have resulted from the lack of sufficient numbers of trainees scoring along the various intervals to provide an adequate sample. For example on exam 8046 there were only data available for eight Blacks and five Hispanics.

Table 2 presents the correlations between the entrance examinations and academic average in the Police Academy. A positive correlation is shown for all exams and for all ethnic groups. The data show similar trends to those presented in Tables 1a - 1c. In general the largest correlations are found with the White trainees followed by the Hispanic and Black trainees.

It is generally accepted that correlations should only be computed on N's over 30. Table 2 presents many correlations for Blacks and Hispanics in which N's are less than 30. The reader should be cautioned to interpret these correlations, at best, as approximations.

In order to give additional meaning to the correlational analysis presented in Table 2 the data for each ethnic group for all tests was combined to reflect

a Total correlation. The Total correlation is the last entry for each ethnic group. Each correlation was then transformed to a Fischer Z score. A test of the significance between each of the transformed correlations indicated no significant difference between ethnic groups at the .05 level of significance. One may thus safely conclude that the entrance examinations were equally predictive for all ethnic groups.

One could perform Fischer Z tests for each exam by ethnic group. However, because of the large variation in N by exam one could conceivably question the reliability of the results. Thus, the totals were used in order to reflect a sufficient N for proper interpretation.

The correlation reported in Table 2 were generated from the scores of individuals who had taken the Police Department Entrance Exams and who were admitted to the Police academy for training. Since most of the individuals who took the entrance exams were not admitted to the Police Academy, the range of Entrance Exam scores upon which the correlations were computed was severely restricted. Table 3 presents a corrected r for restriction of range for each exam for which standard deviations were available from the Department of Personnel on all applicants who took the entrance exam. The correlations are increased considerably when corrected for restriction in range. This corrected correlation provides a better indication of the predictive validity of the exams since, in fact, the exams are administered to all applicants.

The range of predictive validity correlations is from .67 to .86. One may thus conclude that the data presented in Table 3 shows a substantial correlation between scores on the Entrance Examination and Academic average. More succinctly entrance level examinations are a good predictive of academic average at the Police Academy for the exams analyzed.

CONCLUSION

The data presented in this study offer substantive evidence to conclude that the New York City Police Department entrance examinations are equally predictive of performances at the police academy of all ethnic groups. It has been found that an individual, irrespective of ethnicity, who scores high on the entrance examination will, with a high degree of certainty, achieve a good academic performance rating at the police academy. Total correlations between entrance examinations and academic achievement for all ethnic groups were found to be essentially the same. The findings are further supported by the similarity among ethnic groups of the drop-out rates at the Academy. This may be indicative of the fact that neither the selection procedures nor training procedures utilized by the Police Department are ethnically discriminatory. Significant total correlations were obtained between entrance examination scores and academic average at the Academy. These correlations were moderately high, ranging from .33 to .54. When corrected for restriction in range, the correlations ranged from .67 to .86. These correlations demonstrate that the Police Department Entrance examinations are good indicators of individual trainability at the Police Academy.

In a similar study (Futransky, 1967) comparable results were obtained between exam scores and academic average. There the correlations were 146 (for Whites) and .39 (for Blacks) . There was no measurement of Hispanic performance . It involved only 361 police officers. Here the study of some 4,000 candidates profuced correlations of .33 (B) .36 (H) and .40 (W). It would thus appear that the results presented by Futransky in 1967 for Washington D.C. police officers are very similar to those of this study for police officers in New York City

Table 148. Years of School Completed by Persons 14 Years Old and Over by Race, Sex, and Age: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

The State
Urban and Rural
Standard Metropolitan Statistical
Areas of 250,000 or More

NEW YORK SMSA—Continued

	Years of school completed															Median school years completed
			Elementary school					High school				College				
	Total	None	1 and 2	3 and 4	5 and 6	7	8	1	2	3	4	1	2	3	4	5 or more	
Negro																	
Total, 14 years old and over	1 306 457	21 795	13 812	41 112	101 311	76 085	144 843	125 439	143 027	136 440	373 186	37 909	36 515	13 781	26 433	18 779	
14 to 19 years old	207 042	2 406	795	1 231	6 603	18 098	37 596	42 522	37 744	31 256	23 451	3 748	682	122	49	-	
20 to 24 years old	144 317	1 916	525	1 242	2 857	2 491	5 566	8 624	14 253	16 698	65 781	9 271	7 799	3 029	3 090	1 005	
25 years old and over	953 098	17 473	12 552	38 639	91 851	54 696	101 661	74 283	91 030	82 456	283 954	24 790	28 034	10 580	23 295	17 774	
Male, 14 years old and over	568 452	9 876	6 538	18 964	44 811	34 737	64 149	56 388	63 619	56 383	158 815	18 866	16 601	6 879	11 986	9 789	
14 to 19 years old	101 184	1 336	345	643	3 670	10 329	19 079	21 194	18 681	14 740	9 417	1 425	244	60	21	-	
20 to 24 years old	58 915	773	253	550	1 217	999	2 316	3 869	6 180	7 283	24 939	4 055	3 787	1 471	1 236	495	
25 years old and over	408 353	7 767	5 940	17 771	39 924	23 409	42 745	31 305	38 750	34 360	116 559	11 386	13 070	5 348	10 707	9 304	
25 to 29 years old	62 593	838	313	652	1 854	1 437	3 340	4 218	6 570	6 662	26 769	2 922	2 658	1 147	1 947	1 766	
30 to 34 years old	59 325	620	278	1 109	2 828	1 844	3 901	4 555	6 356	6 008	22 956	2 072	2 229	1 024	1 978	1 669	
35 to 39 years old	54 186	615	406	1 213	3 676	2 332	4 671	4 153	6 018	5 223	17 978	1 523	2 101	813	1 861	1 603	
40 to 44 years old	52 634	616	324	1 449	3 885	3 204	5 276	4 357	6 098	5 226	15 040	1 373	1 821	747	1 554	1 444	
45 to 49 years old	46 837	755	615	1 695	4 581	3 323	5 636	4 120	4 315	3 979	12 458	1 287	1 313	599	979	1 187	
50 to 54 years old	37 277	636	698	2 128	4 886	2 759	4 835	3 443	3 480	2 761	7 737	892	1 034	327	777	884	
55 to 59 years old	29 542	589	691	2 591	4 952	2 543	4 205	2 599	2 129	1 855	5 229	506	605	244	525	470	
60 to 64 years old	24 091	648	628	2 295	4 577	2 245	3 802	1 625	1 617	1 194	3 415	347	673	175	454	355	
65 to 69 years old	18 077	826	692	2 562	3 596	1 699	2 954	1 283	937	696	2 236	221	325	110	294	244	
70 to 74 years old	11 772	645	456	1 418	2 562	1 069	1 565	586	674	369	1 392	140	181	78	191	107	
75 years old and over	12 019	939	629	1 367	2 537	954	1 959	657	524	360	1 399	153	180	84	147	130	
Female, 14 years old and over	736 005	11 919	7 274	22 148	56 500	41 348	80 703	69 051	79 408	74 057	222 271	21 043	19 914	6 902	14 467	8 990	
14 to 19 years old	105 858	1 070	360	588	2 933	8 569	18 517	21 328	19 063	16 516	14 034	2 323	438	62	27	-	
20 to 24 years old	85 402	1 143	272	692	1 640	1 492	3 270	4 755	8 073	9 415	40 847	5 316	4 512	1 608	1 852	520	
25 years old and over	544 745	9 706	6 642	20 868	51 927	31 287	58 916	42 978	52 272	48 096	167 395	13 404	14 964	5 232	12 588	8 470	
25 to 29 years old	85 960	901	293	779	2 500	2 044	5 080	5 793	8 931	9 031	29 117	3 347	2 930	1 160	2 630	1 924	
30 to 34 years old	77 736	809	365	1 116	3 323	2 428	5 487	6 011	8 234	8 455	31 840	2 418	2 524	1 029	2 137	1 481	
35 to 39 years old	69 336	550	315	1 263	3 670	2 970	5 921	5 478	8 047	7 336	25 611	2 014	2 215	772	1 800	1 366	
40 to 44 years old	66 665	666	427	1 360	4 659	3 249	6 834	5 856	7 471	6 974	21 346	1 883	2 140	814	1 727	1 259	
45 to 49 years old	59 062	689	589	1 987	5 575	3 830	6 636	5 110	5 835	5 845	17 011	1 179	1 693	675	1 588	1 220	
50 to 54 years old	49 220	773	763	2 093	6 342	3 623	7 075	4 631	4 773	4 159	11 183	898	1 075	253	807	774	
55 to 59 years old	40 453	811	670	2 353	6 137	3 745	6 276	3 687	3 240	2 526	7 928	691	815	296	685	583	
60 to 64 years old	33 551	986	802	2 715	5 987	3 346	5 345	2 499	2 689	1 743	5 257	447	673	154	531	377	
65 to 69 years old	26 462	1 028	983	2 728	5 378	2 758	4 308	2 005	1 297	919	3 809	271	351	97	335	195	
70 to 74 years old	16 712	941	607	1 976	3 692	1 618	2 843	818	901	564	2 090	108	207	75	176	116	
75 years old and over	19 588	1 552	828	2 498	4 274	1 668	3 111	1 090	856	534	2 203	148	271	108	372	75	
Persons of Puerto Rican Birth or Parentage																	
Total, 14 years old and over	541 454	23 693	16 427	43 112	65 628	40 586	73 934	65 994	54 973	40 194	94 982	7 359	6 405	2 376	2 863	1 958	
14 to 19 years old	103 614	1 499	907	1 455	6 171	12 880	20 769	21 229	16 664	12 979	7 698	1 077	248	48	573	168	
20 to 24 years old	78 006	1 729	965	2 311	4 895	3 602	6 700	8 917	9 559	7 397	25 948	2 489	1 843	881	511	1 790	
25 years old and over	359 864	20 466	14 555	38 336	54 562	24 104	46 465	35 848	28 750	19 818	61 336	3 793	4 314	1 447	2 290	1 111	
Male, 14 years old and over	247 388	8 810	6 646	16 916	27 331	19 510	36 537	32 602	26 935	19 691	42 249	3 702	3 407	1 218	440	1 111	
14 to 19 years old	51 348	747	424	590	3 007	6 864	10 626	10 855	8 318	6 394	2 846	529	109	24	-	-	
20 to 24 years old	33 677	715	410	988	1 979	1 378	2 978	4 210	4 421	3 444	10 283	1 216	945	412	245	53	
25 years old and over	162 343	6 533	5 835	15 338	22 265	11 248	22 953	17 537	14 196	9 853	29 140	1 957	2 353	782	1 195	1 058	
25 to 29 years old	33 375	677	657	1 215	2 709	1 992	3 780	4 706	3 896	2 916	8 666	657	603	220	320	161	
30 to 34 years old	29 956	736	755	1 895	3 531	1 716	3 490	3 935	3 453	2 503	6 559	349	446	135	184	198	
35 to 39 years old	25 697	606	654	1 872	3 936	1 688	3 403	3 231	2 449	1 471	4 818	342	549	129	240	220	
40 to 44 years old	20 606	654	762	2 102	3 159	1 594	3 231	2 161	1 591	1 055	3 498	186	274	66	149	134	
45 to 49 years old	16 421	639	765	2 038	3 300	1 315	3 031	1 239	1 168	798	2 331	223	188	102	100	104	
50 to 54 years old	11 873	485	774	1 860	1 997	902	2 138	889	702	369	1 327	124	146	32	94	84	
55 to 59 years old	9 243	593	498	1 718	1 578	733	1 789	620	401	278	746	47	55	62	40	65	
60 to 64 years old	6 357	618	519	1 308	1 030	608	1 041	340	266	181	522	15	45	20	23	16	
65 to 69 years old	3 933	387	154	702	1 044	402	693	194	150	78	198	9	47	12	25	38	
70 to 74 years old	2 369	348	120	462	512	190	289	139	56	46	173	-	20	-	11	12	
75 years old and over	2 519	720	227	526	479	108	268	83	65	78	121	5	-	4	9	26	
Female, 14 years old and over	294 066	15 693	9 758	25 196	38 297	21 076	39 397	33 392	28 038	20 503	52 733	3 657	2 998	1 158	1 423	847	
14 to 19 years old	52 266	752	483	865	3 164	6 016	10 143	10 374	8 346	6 585	4 852	548	139	24	-	-	
20 to 24 years old	44 329	1 023	555	1 323	2 916	2 224	3 722	4 707	5 138	3 953	15 665	1 273	898	469	328	135	
25 years old and over	197 531	13 923	8 720	22 998	32 197	12 856	25 512	18 311	14 554	9 965	32 196	1 836	1 961	665	1 095	712	
25 to 29 years old	40 132	1 039	797	2 089	4 601	2 411	4 306	4 742	4 598	3 251	10 658	485	530	201	240	122	
30 to 34 years old	35 091	1 290	958	2 987	4 964	2 297	3 986	4 409	3 277	2 283	7 322	411	663	127	195	174	
35 to 39 years old	30 962	1 185	1 010	3 264	5 256	2 097	3 551	3 587	2 488	1 894	5 512	358	329	96	175	149	
40 to 44 years old	24 795	1 166	1 345	3 071	4 645	1 789	3 795	2 209	1 468	997	3 544	252	244	87	104	79	
45 to 49 years old	19 652	1 306	1 099	3 150	3 459	1 362	3 469	1 342	1 057	645	2 108	126	193	58	103	94	
50 to 54 years old	13 965	1 214	1 020	2 495	2 676	958	2 142	761	655	283	1 257	58	79	40	100	57	
55 to 59 years old	10 930	1 421	733	1 869	2 354	714	1 792	620	348	235	649	41	18	20	35	29	
60 to 64 years old	8 404	1 375	648	1 731	1 507	536	1 067	323	318	177	494	28	30	6	57	8	
65 to 69 years old	5 814	1 151	578	995	1 263	533	587	151	212	105	343	28	27	24	-	-	
70 to 74 years old	3 295	820	236	573	673	172	397	92	73	40	167	33	42	7	20	-	
75 years old and over	4 581	1 896	263	654	769	187	420	75	60	55	142	16	15	7	22	-	

Table 148. Years of School Completed by Persons 14 Years Old and Over by Race, Sex, and Age: 1970—Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

The State
Urban and Rural
Standard Metropolitan Statistical Areas of 250,000 or More

Defendant's Exhibit QQ-2

		Years of school completed														
			Elementary school					High school				College				
	Total	None	1 and 2	3 and 4	5 and 6	7	8	1	2	3	4	1	2	3	4	5 or more
BUFFALO SMSA—Continued																
Negro																
Total, 14 years old and over	71 236	1 280	1 013	2 751	5 416	5 387	9 546	7 849	8 686	7 584	16 152	1 879	1 669	577	935	569
14 to 19 years old	14 046	140	33	56	453	1 471	2 707	2 852	2 407	2 157	1 520	196	39	5	-	-
20 to 24 years old	8 016	59	16	24	96	103	368	539	870	1 016	3 577	515	475	162	173	23
25 years old and over	49 174	1 081	964	2 671	4 667	3 813	6 471	4 441	5 409	4 411	11 055	1 118	1 155	410	762	546
Male, 14 years old and over	32 713	766	761	1 615	2 773	2 596	4 519	3 579	3 776	3 150	6 525	873	784	262	384	350
14 to 19 years old	6 753	110	23	12	291	737	1 315	1 451	1 168	916	671	96	13	-	-	-
20 to 24 years old	3 362	39	8	16	59	43	158	244	394	412	1 372	263	203	74	54	23
25 years old and over	22 578	617	730	1 587	2 423	1 816	3 046	1 884	2 214	1 802	4 532	514	568	188	330	327
25 to 29 years old	2 804	33	19	64	27	119	157	210	316	371	1 073	149	97	48	78	43
30 to 34 years old	2 505	31	14	25	112	153	194	275	301	277	862	106	81	4	61	39
35 to 39 years old	3 077	47	40	105	160	216	445	260	465	281	745	55	106	26	39	62
40 to 44 years old	2 985	54	36	103	316	355	459	307	245	262	569	49	63	29	54	67
45 to 49 years old	2 753	49	85	129	265	197	461	246	309	270	570	72	38	16	23	71
50 to 54 years old	2 164	34	115	194	301	165	355	240	277	128	254	42	40	20	31	14
55 to 59 years old	2 107	64	112	243	331	192	333	202	212	97	213	11	37	27	15	18
60 to 64 years old	1 530	86	88	210	290	183	247	84	65	84	160	-	11	13	3	6
65 to 69 years old	1 163	42	113	258	231	84	180	67	47	28	45	14	25	5	14	7
70 to 74 years old	708	77	48	173	213	82	126	21	16	14	33	16	11	-	8	-
75 years old and over	707	100	60	132	157	68	87	22	11	20	35	-	9	-	4	-
Female, 14 years old and over	38 523	514	252	1 136	2 643	2 791	5 027	4 263	4 910	4 434	9 627	956	885	315	551	219
14 to 19 years old	7 293	30	10	44	162	734	1 392	1 411	1 239	1 241	899	100	26	5	-	-
20 to 24 years old	4 634	20	8	8	37	60	210	295	476	584	2 205	252	272	88	119	-
25 years old and over	26 596	464	234	1 084	2 444	1 997	3 425	2 557	3 195	2 609	6 523	604	587	222	432	219
25 to 29 years old	3 977	25	4	18	50	125	309	334	569	476	1 591	149	123	72	97	15
30 to 34 years old	3 372	20	4	10	66	96	284	376	477	497	1 255	86	104	27	50	60
35 to 39 years old	3 741	48	17	17	88	165	418	466	594	420	1 187	137	78	12	69	25
40 to 44 years old	3 427	19	14	120	204	207	429	340	561	376	866	80	76	27	53	35
45 to 49 years old	2 956	24	30	89	373	318	444	276	357	284	556	66	57	30	52	30
50 to 54 years old	2 673	38	24	130	321	275	464	275	249	258	433	54	58	27	37	30
55 to 59 years old	2 003	24	19	95	361	290	341	195	164	154	259	21	32	13	17	18
60 to 64 years old	1 538	48	20	183	354	224	326	85	68	51	131	8	17	-	23	-
65 to 69 years old	1 212	45	24	147	272	160	165	123	80	34	116	-	15	9	16	6
70 to 74 years old	831	72	34	103	194	76	110	59	56	-	95	-	13	5	14	-
75 years old and over	866	101	44	172	211	61	135	48	20	19	34	3	14	-	4	-
NEW YORK SMSA																
Total																
Total, 14 years old and over	8 812 660	197 469	68 129	195 161	484 343	352 764	1 094 272	624 628	754 619	625 250	2 555 456	338 494	385 408	180 165	511 956	444 526
14 to 19 years old	1 153 064	9 097	3 165	5 048	24 513	84 387	198 791	216 725	199 042	186 301	162 036	52 055	10 186	1 426	292	-
20 to 24 years old	857 719	8 737	2 502	5 488	14 224	9 782	23 787	31 702	45 373	51 012	331 681	73 191	90 461	58 150	80 319	31 310
25 years old and over	6 801 877	179 655	62 462	184 625	445 606	258 595	871 694	376 201	510 204	387 937	2 061 739	213 248	284 761	120 589	431 345	413 216
Male, 14 years old and over	4 073 389	80 017	30 185	86 287	218 884	171 698	487 046	304 102	359 333	297 431	1 011 026	171 245	194 137	96 329	272 675	292 994
14 to 19 years old	575 373	4 774	1 593	2 560	13 295	46 227	101 560	111 138	100 790	92 873	69 036	26 148	4 786	558	65	-
20 to 24 years old	384 057	4 157	1 140	2 431	5 938	4 334	11 195	15 353	20 961	23 616	126 566	37 607	44 284	30 774	36 345	19 404
25 years old and over	3 113 764	71 086	27 452	81 276	199 651	121 137	374 271	177 611	237 582	180 992	815 424	107 495	145 067	65 047	236 245	273 590
25 to 29 years old	374 016	3 718	1 415	3 033	8 565	5 476	14 957	17 203	24 789	22 719	125 192	22 043	23 708	12 435	38 913	47 680
30 to 34 years old	325 829	3 737	1 688	4 939	12 636	6 247	17 279	17 301	24 021	20 912	105 107	14 538	18 249	8 407	30 935	37 851
35 to 39 years old	322 677	3 661	1 834	5 502	15 248	7 694	20 247	18 091	25 061	20 054	97 699	12 670	17 807	6 882	31 570	30 494
40 to 44 years old	351 720	3 839	2 116	6 286	15 864	9 628	25 306	21 535	31 759	24 778	103 724	12 406	18 222	7 079	33 312	36 346
45 to 49 years old	345 779	3 754	2 333	6 577	16 383	10 797	28 443	20 520	30 240	25 604	107 234	13 064	17 516	6 558	27 485	29 375
50 to 54 years old	314 751	3 516	2 517	6 541	16 626	11 745	35 584	21 435	29 877	23 637	89 156	10 933	14 478	5 660	20 505	22 517
55 to 59 years old	297 174	4 252	2 373	8 483	21 321	15 931	52 180	21 075	25 472	16 249	64 865	8 427	12 292	5 687	17 728	20 681
60 to 64 years old	262 853	6 015	3 108	9 167	22 715	16 472	58 722	16 278	20 607	11 806	46 953	5 997	9 863	5 175	14 454	17 351
65 to 69 years old	199 140	7 327	2 818	9 343	23 402	15 137	49 268	11 079	11 697	6 612	31 578	3 276	6 039	3 234	9 430	8 960
70 to 74 years old	146 728	9 476	2 862	9 174	20 592	10 738	35 131	6 742	7 355	4 341	21 696	2 137	3 518	2 071	5 069	5 016
75 years old and over	173 347	21 791	4 368	12 304	26 079	11 322	39 176	6 332	6 754	4 260	22 770	1 976	3 295	1 850	6 024	5 076
Female, 14 years old and over	4 739 271	117 452	37 944	108 874	265 459	181 066	607 226	320 526	395 286	327 819	1 544 430	167 249	191 271	83 836	239 281	151 532
14 to 19 years old	577 691	4 323	1 572	2 488	11 218	38 160	97 231	105 587	98 252	93 478	93 000	25 907	5 400	868	207	-
20 to 24 years old	473 669	4 500	1 362	3 057	8 286	5 448	12 592	16 349	24 412	27 396	205 115	35 589	46 177	27 436	43 974	11 906
25 years old and over	3 687 911	108 569	35 010	103 329	245 955	137 458	497 403	198 590	272 622	206 945	1 246 315	105 753	139 694	55 542	195 100	139 626
25 to 29 years old	422 437	4 415	1 730	4 351	12 102	6 725	17 240	18 655	27 895	25 813	177 697	19 938	25 458	11 352	44 054	27 012
30 to 34 years old	362 388	4 427	2 012	6 714	15 009	7 573	19 720	18 674	26 934	23 737	150 303	14 124	18 215	7 644	28 130	18 952
35 to 39 years old	353 489	4 291	2 271	7 479	16 267	8 202	21 227	18 602	28 635	23 018	147 890	12 690	18 221	5 896	23 727	16 873
40 to 44 years old	389 323	4 503	2 618	7 416	17 836	9 202	25 662	21 394	32 917	27 497	162 939	17 908	17 644	6 122	22 678	17 567
45 to 49 years old	391 899	4 921	2 703	8 359	17 494	11 130	32 041	21 042	31 799	28 743	166 169	13 743	15 905	[illegible]	[illegible]	[illegible]
50 to 54 years old	367 949	5 158	2 801	7 872	18 955	12 815	46 629	23 838	32 172	24 720	137 168	9 905	11 114	[illegible]	[illegible]	[illegible]
55 to 59 years old	345 785	6 674	3 234	9 211	23 115	17 375	67 726	24 351	29 097	[illegible]	94 256	8 204	[illegible]	[illegible]	[illegible]	[illegible]
60 to 64 years old	311 453	8 753	3 576	11 642	26 599	17 829	72 678	19 753	24 244	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
65 to 69 years old	264 817	12 818	4 421	12 815	30 164	17 144	69 313	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
70 to 74 years old	209 509	[illegible]	4 050	11 977	[illegible]	[illegible]	54 711	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
75 years old and over	264 822	[illegible]	5 564	[illegible]	39 785	15 716	[illegible]	9 726	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Table 1a

Scores on Entrance Exam Related to Police Academy Academic Average for Black Trainees

Exam	N Scoring bet. 70-79 on Exam	80% & Above P.A. Average N	%	N Scoring bet. 80-89 on Exam	80% & Above P.A. Average N	%	N Scoring bet. 90-100 on Exam	80% & Above P.A. Average N	%
8108	12	4	33	17	8	47	3	1	33
0013	30	5	17	32	7	22	14	4	29
9019	25	9	36	20	9	45	9	7	78
8046	5	1	20	2	0	0	1	0	0
9049	23	6	26	23	7	30	7	6	86
7065	8	1	13	16	1	6	8	3	38
9080	68	9	13	114	32	28	24	3	13

Table 1b

Scores on Entrance Exam Related to Police Academy Academic Average for Hispanic Trainees

Exam	N Scoring bet. 70-79 on Exam	80% & Above P.A. Average N	%	N Scoring bet. 80-89 on Exam	80% & Above P.A. Average N	%	N Scoring bet. 90-100 on Exam	80% & Above P.A. Average N	%
8108	15	3	20	17	10	59	1	1	100
0013	25	2	8	20	8	40	12	8	67
9019	16	5	31	20	8	40	5	3	60
8046	2	1	50	3	2	67	0	0	0
9049	9	3	33	16	6	38	5	3	60
7065	5	1	20	9	4	44	3	1	33
9080	28	3	11	36	10	28	7	4	57

Table 1c

Scores on Entrance Exam Related to Police Academy Academic Average for White Trainees

Exam	N Scoring bet. 70-79 on Exam	80% & Above P.A. Average N	%	N Scoring bet. 80-89 on Exam	80% & Above P.A. Average N	%	N Scoring bet. 90-100 on Exam	80% & Above P.A. Average N	%
8108	104	57	55	153	95	62	76	61	80
0013	75	13	17	342	132	39	229	205	73
9019	79	28	35	146	81	55	100	79	79
8046	24	9	38	34	25	74	20	15	75
9049	65	28	43	119	77	65	79	67	85
7065	31	8	26	68	31	46	59	36	61
9080	167	44	26	471	216	46	245	193	79

Correlations Between Entrance Exam and Academic Average in Police Academy

Exam	Black		Hispanic		White		T	
	r	N	r	N	r	N	r	N
8108	.34	32	.40*	33	.34***	333	.36***	398
0013	.27*	75	.57*	57	.43***	694	.45***	826
3014	.88*	5	.37*	29	.25**	126	.33***	160
9019	.34*	54	.18	41	.42***	325	.42***	420
2225	.41***	117	.42**	52	.52***	499	.52***	668
2226	.45***	68	.59***	30	.51***	137	.54***	235
8046	.19	8	.46	5	.45***	78	.45***	91
9049	.43	53	.27	30	.37***	263	.40***	346
7065	.22	31	.07	17	.40***	156	.39***	204
9080	.14	67	.38***	57	.49***	550	.47***	674
Total	.33***	510	.36***	351	.40***	3161	.42***	4022

r* = Significant at .05

r** = Significant at .01

r*** = Significant at .001

Table 3

Correlations Between Entrance Exam and Academic Average For Total Group Corrected*, For Restricted Range and Applicants Admitted From Total Group (uncorrected)

Exam	Total Group r'	Total Group SD'	Total Group N	Applicants Admitted r	Applicants Admitted SD	Applicants Admitted N
8108	.67	14.5	7736	.36	6.2	398
3014	.86	12.1	53522	.33	2.5	160
9019	.68	13.6	5239	.42	6.7	420
8046	.74	14.8	4052	.45	6.8	91
9049	.67	14.1	5069	.40	6.8	346
9080	.83	15.8	4485	.47	5.6	681

*r' (corrected) $= \dfrac{r\,(SD'/SD)}{\sqrt{1-r^2+r^2\,(SD'/SD)2}}$

U. F. 49
P.D. 158-151

The City of New York

POLICE DEPARTMENT
NEW YORK, N. Y. 10013

September 3, 1976

Memorandum for: Police Commissioner

From: Deputy Commissioner Administration

Subject: SUMMARY OF DEPARTMENT CASH AUSTERITY PROGRAM

The attached schedule is a summary of economies realized or to be realized in complying with the most recent budgetary cuts imposed upon the Police Department.

The first item reflects the additional 19.5 million dollar reduction ordered in December, 1975 to adjust the austerity budget imposed upon the City for fiscal 1975-76 by the Municipal Assistance Corporation.

The second item reflects the department's share of the additional 50 million dollar reduction to adjust the austerity budget for fiscal 1976-77.

The last item reflects the initial reduction imposed by the austerity budget for fiscal 1976-77.

The other items outline measures undertaken to effect economies other than by lay-offs and imposed attrition in hiring and promotions.

DANIEL O. VONA
Deputy Commissioner
Administration

DOV:gld
Att.

Defendants Exhibit RR

SUMMARY OF DEPARTMENT CASH AUSTERITY PROGRAM

19.5 Million Dollar Reduction F.Y. 1975-6

Increased Tow Truck Revenue	1.04
Net Excess Attrition	8.96
Cuts in OTPS Funds	.66
Closing of Old Slip Station	.04
Night Shift Savings	2.00
Expanded Traffic Control	6.80
	19.50

927,000 P.D. portion of the 50 Million Dollar Reduction City-Wide

OTPS*Reduction	.510
Closing of Old 43, 80 and Troop "C"	.196
Improved Central Booking	.221
	.927

P.D. Personnel Bureau Trade-off to avoid layoffs

100 unfilled civilian lines various titles (annualized)	$1,000,000
100 Unmarked Cars	100,000

Space Management Program-Lease Cancellations

116 John Street, Mtn	$ 47,000
387 West 12th Street, Mtn	13,000
432 Park Avenue South, Mtn	63,000
	$123,000

Projected Cancellations for FY 76-7

80 Lafayette Street, Mtn	$ 83,000
Old 43rd Precinct	47,000
	$130,000

Additional Projected Cancellations

47-15 Pearson Place, Qns	$125,000

Motor Vehicle Economies

105 Compact Autos Plus projected savings on gas, oil and maintenance	$14,625 savings

* Other than personnel services

39.5 Million Dollar Budget Reduction FY 76-7

Projected Attrition	32.75
Projected Night Shift Savings	2.00
Suspensions	.80
Enhanced Pre-Arraignment	.45
Projected Contractual Savings	1.50
Federal Reimbursement for Diplomat Protection	2.00
	39.50